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Negotiated wages and working conditions. 1969-72

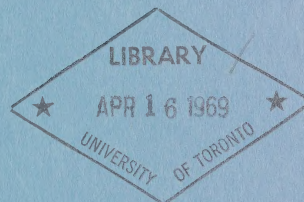
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NEGOTIATED WAGE RATES

IN

ONTARIO HOSPITALS

(MARCH) 1969-1972



Research Branch

Ontario Department of Labour

NEGOTIATED WAGE RATES IN ONTARIO HOSPITALS

MARCH 1969

Research Branch

Ontario Department of Labour

March, 1969

Hon. Dalton Bales, Q.C., Minister

T. M. Eberlee, Deputy Minister

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I N T R O D U C T I O N

This report contains information on wage rates determined by collective agreements for selected major occupations in Ontario's hospitals. It up-dates similar information that was published by the Department in March, 1968.

The wage data are presented in ten tables each of which refers to one of the Province's economic regions. The information for each region is introduced by a map that shows the counties and communities of 1,000 population within it.

The data are drawn from 209 hospital agreements on file in the Department's Collective Agreements Library on March 1st, 1969. Of these, 137 were current on that date and the remaining 72 expired between June 1967 and February 28, 1969. A follow-up of the expired agreements by telephone and from departmental records during the last week of February and the first week of March established their status at March 1st to be as follows:

- 25 - under negotiation
- 18 - under conciliation
- 13 - under arbitration
- 8 - settled but not signed

6 - not available

1 - certification application to replace the incumbent union before Labour Relations Board

1 - no action taken to renew the agreement since it expired on December 31, 1967

The occupations for which data are given are those that appear most consistently in hospital agreements and are intended to give an accurate picture of the wage schedules they contain. These occupations are shown in the tables under five major headings - 'clerical', 'dietary', 'housekeeping', 'maintenance and engineering', 'nursing' - and alphabetically by occupation title within these headings.

The code numbers entered in the second column of each table identify specific agreements. These codes relate the rates listed for the occupations to the agreements where they were found. Therefore, if a code number is not shown against an occupation title, that occupation was not found in the agreement the number identifies.

The numbers in the third column of each table are codes indicating the number of beds in the hospital to which the agreement applies. The codes are intended to indicate hospital size within the ranges shown below:

<u>Number of Beds</u>	<u>Code</u>
Under 50	1
50 - 99	2
100 - 199	3
200 - 299	4
300 - 499	5
500 - 699	6
700 - 899	7
900 or more	8

Each table gives the minimum and maximum or single hourly, weekly or monthly rate of pay provided by the hospital agreements. Where a single rate occurs it is shown in the column marked 'maximum'. The period each rate is in effect is given and the last date entered against an agreement code in the final column on each page is the termination date of the agreement. For the 137 agreements that were current at March 1, 1969, the rates tabulated are those effective at that date and any that became effective thereafter, that is, rates in these agreements that went out of use prior to March 1, 1969, are not shown in the tables. For the 72 agreements that expired prior to March 1, the rates in effect when the agreements terminated are reported.

The columns marked "Agmt. Rate" show the actual rates printed in the agreements. To facilitate comparisons, where these rates were given as hourly, weekly or bi-weekly, they have been converted to monthly equivalents and are shown in the columns marked "Mthly. Equi.".

The equivalent monthly rates were obtained as follows:

- (1) where the agreement rate was hourly

$$\frac{\text{hourly rate} \times \text{weekly hours} \times 52}{12}$$

- (2) where the agreement rate was weekly

$$\frac{\text{weekly rate} \times 52}{12}$$

- (3) where the agreement rate was bi-weekly

$$\frac{\text{bi-weekly rate} \times 26}{12}$$

The data were compiled under the detailed supervision of Lenard Haywood. Other members of the Research Branch staff who assisted in a major way in preparing the report were - Bert Gielisse, Pamela Pryne and Diane LaCavera.

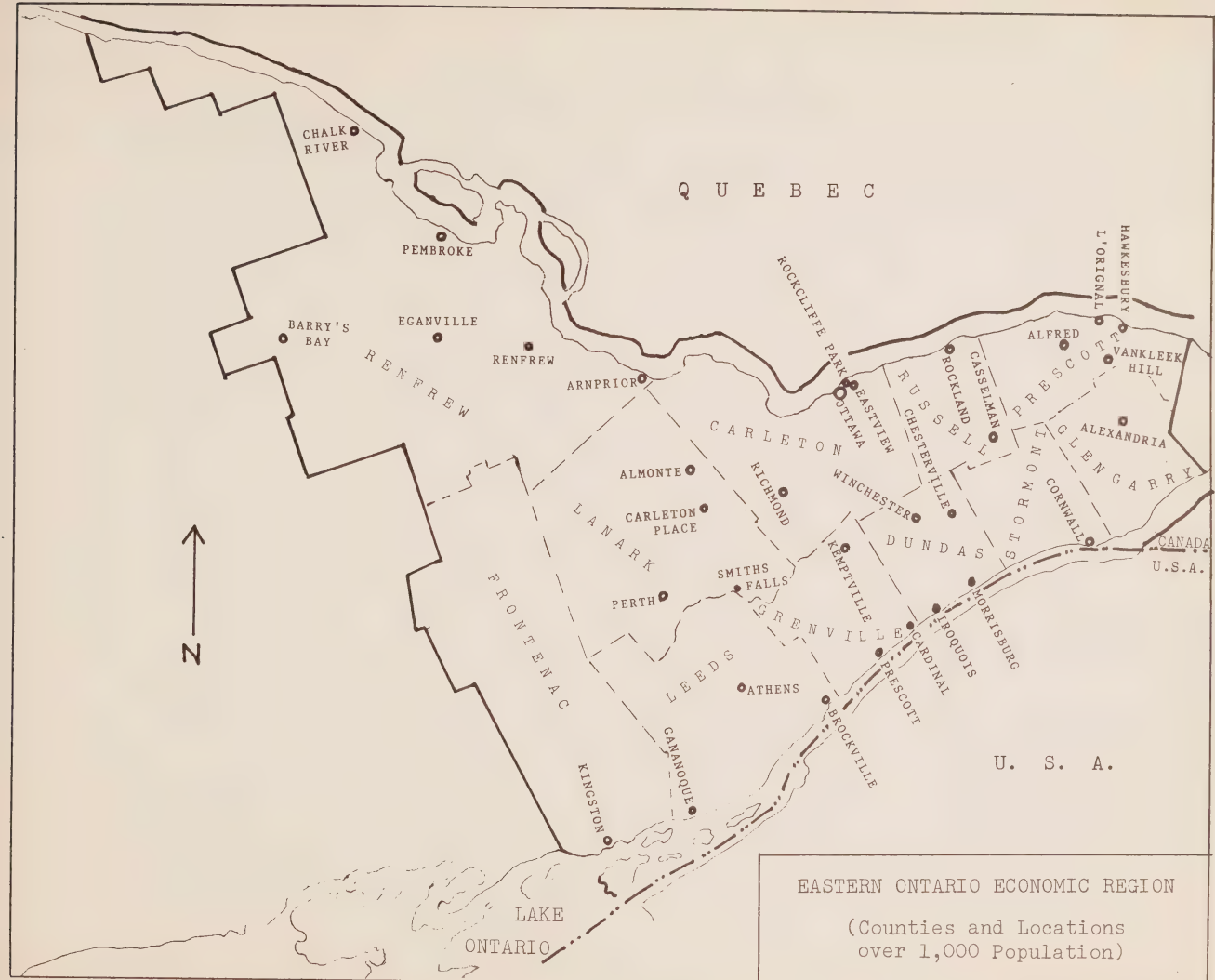


Table 1

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	055	8	Wkly.	71	308	79	342	Jan. 1, 68	Dec. 31, 68
	072	4	"	65	282	74	321	Jan. 1, 68	Dec. 31, 68
Clerk II	055	8	"	75	325	86	373	Jan. 1, 68	Dec. 31, 68
	035	6	Mthly.	258		285		Apr. 1, 68	Mar. 31, 69
Clerk III	055	8	Wkly.	79	342	93	403	Jan. 1, 68	Dec. 31, 68
	035	6	Mthly.	275		310		Apr. 1, 68	Mar. 31, 69
Clerk IV	055	8	Wkly.	86	373	100	433	Jan. 1, 68	Dec. 31, 68
Clerk V	055	8	"	93	403	107	464	Jan. 1, 68	Dec. 31, 68
Clerk VI	055	8	"	96	416	113	490	Jan. 1, 68	Dec. 31, 68
Clerk-Typist I	055	8	"	75	325	86	373	Jan. 1, 68	Dec. 31, 68
	072	4	"	65	282	74	321	Jan. 1, 68	Dec. 31, 68
	035	6	Mthly.	258		285		Apr. 1, 68	Mar. 31, 69
	211	4	"	250		290		Jan. 27, 69	July 20, 69
	"	"	"	260		300		July 21, 69	Jan. 27, 71
Clerk-Typist II	055	8	Wkly.	79	342	93	403	Jan. 1, 68	Dec. 31, 68
	035	6	Mthly.	275		310		Apr. 1, 68	Mar. 31, 69
	211	4	"	285		325		Jan. 27, 69	July 20, 69
	"	"	"	295		335		July 21, 69	Jan. 27, 71
Clerk-Typist III	035	6	"	295		335		Apr. 1, 68	Mar. 31, 69
	211	4	"	350		390		Jan. 27, 69	July 20, 69
	"	"	"	360		400		July 21, 69	Jan. 27, 71
Receptionist	055	8	Wkly.	75	325	86	373	Jan. 1, 68	Dec. 31, 68
	035	6	Mthly.	295		335		Apr. 1, 68	Mar. 31, 69

TABLE 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

		Number of Beds	Wage Rates						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Eqvt.	Agrt. Rate	Mthly Eqvt.	From	To
Stenographer I	055	8	Wkly.	79	342	93	403	Jan. 1, 68	Dec. 31, 68
	035	6	Mthly.	275		310		Apr. 1, 68	Mar. 31, 69
	211	4	"	315		375		Jan. 27, 69	July 20, 69
	"	"	"	325		385		July 21, 69	Jan. 27, 71
Stenographer II	055	8	Wkly.	93	403	107	464	Jan. 1, 68	Dec. 31, 68
	035	6	Mthly.	315		365		Apr. 1, 68	Mar. 31, 69
Stenographer, Medical I	055	8	Wkly.	79	342	93	403	Jan. 1, 68	Dec. 31, 68
	072	4	"	67	290	76	329	Jan. 1, 68	Dec. 31, 68
	035	6	Mthly.	295		335		Apr. 1, 68	Mar. 31, 69
Stenographer, Medical II	035	6	"	315		365		Apr. 1, 68	Mar. 31, 69
Telephone Operator	055	8	Wkly.	75	325	86	373	Jan. 1, 68	Dec. 31, 68
	072	4	"	61	264	70	303	Jan. 1, 68	Dec. 31, 68
	035	6	Mthly.	275		310		Apr. 1, 68	Mar. 31, 69
	211	4	"	270		310		Jan. 27, 69	July 20, 69
	"	"	"	280		320		July 21, 69	Jan. 27, 71
<u>Dietary</u>									
Cook	055	8	Wkly.	79	342	90	390	Jan. 1, 68	Dec. 31, 68
	063	4	"	78	338	89	385	Jan. 1, 68	Dec. 31, 68
	072	4	"	65	282	72	312	Jan. 1, 68	Dec. 31, 68
	131	6	"	91	394	108	468	Jan. 1, 69	June 30, 69
	161	6	"	91	394	108	468	Jan. 1, 69	June 30, 69
	165	3	"	89	386	102	442	July 1, 68	June 30, 69
	152	6	Mthly.	305		345		June 24, 68	Dec. 31, 68
	186	3	"	330		360		Apr. 1, 68	Mar. 31, 69
	211	4	"	376		416		Jan. 27, 69	July 20, 69
	"	"	"	386		426		July 21, 69	Jan. 27, 71
	007	4	Wkly.	67	290	74	321	June 1, 68	Mar. 31, 69
	006	1	Mthly.	269		276		Apr. 1, 68	Mar. 31, 69
	055	8	Wkly.	72	312	80	347	Jan. 1, 68	Dec. 31, 68
	165	3	"	70	303	78	338	July 1, 68	June 30, 69
Dishwasher	055	8	Wkly.	72	312	80	347	Jan. 1, 68	Dec. 31, 68
	165	3	"	70	303	78	338	July 1, 68	June 30, 69

TABLE 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Feds	Pay Period	Wage Data				Effective Date	
				Minimum		Maximum		From	To
				Agpt. Rate	Mthly Equiv.	Agpt. Rate	Mthly Equiv.		
Kitchen Helper (Female)	055	8	Wkly.	61	264	68	295	Jan. 1, 68	Dec. 31, 68
	063	4	"	61	264	68	295	Jan. 1, 68	Dec. 31, 68
	072	4	"	54	234	61	264	Jan. 1, 68	Dec. 31, 68
	165	3	"	61	264	68	295	July 1, 68	June 30, 69
	132	6	Mthly.	245		285		June 24, 68	Dec. 31, 68
	186	3	"	237		270		Apr. 1, 68	Mar. 31, 69
	211	4	"	240		280		Jan. 27, 69	July 20, 69
	"	"	"	250		290		July 21, 69	Jan. 27, 71
	007	4	Wkly.	54	234	60	260	June 1, 68	May 31, 69
	006	4	Mthly.	232		256		Apr. 1, 68	Mar. 31, 69
	137	1	Wkly.	56	243	63	273	Jan. 1, 69	June 30, 69
	138	1	Mthly.	242		275		Jan. 1, 69	June 30, 69
Laundry Helper (Female)	055	8	Wkly.	61	264	68	295	Jan. 1, 68	Dec. 31, 68
	063	4	"	61	264	68	295	Jan. 1, 68	Dec. 31, 68
	072	4	"	54	234	61	264	Jan. 1, 68	Dec. 31, 68
	131	6	"	61	264	72	312	Jan. 1, 69	June 30, 69
	161	6	"	61	264	71	308	Jan. 1, 69	June 30, 69
	132	6	Mthly.	245		285		June 24, 68	Dec. 31, 68
	186	3	"	237		270		Apr. 1, 68	Mar. 31, 69
	211	4	"	240		280		Jan. 27, 69	July 20, 69
	"	"	"	250		290		July 21, 69	Jan. 27, 71
	007	4	Wkly.	58	251	65	282	June 1, 68	May 31, 69
	006	4	Mthly.	232		256		Apr. 1, 68	Mar. 31, 69
	137	1	Wkly.	56	243	63	273	Jan. 1, 69	June 30, 69
Maid	055	8	"	61	264	68	295	Jan. 1, 68	Dec. 31, 68
	063	4	"	61	264	68	295	Jan. 1, 68	Dec. 31, 68
	072	4	"	54	234	61	264	Jan. 1, 68	Dec. 31, 68
	165	3	"	61	264	68	295	July 1, 68	June 30, 69
	132	6	Mthly.	245		285		June 24, 68	Dec. 31, 68
	186	3	"	237		270		Apr. 1, 68	Mar. 31, 69
	007	4	Wkly.	54	234	60	260	June 1, 68	May 31, 69
	006	4	Mthly.	232		256		Apr. 1, 68	Mar. 31, 69
Orderly, Trained	055	8	Wkly.	78	338	88	381	Jan. 1, 68	Dec. 31, 68
	063	4	"	78	338	89	386	Jan. 1, 68	Dec. 31, 68

TABLE 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Orderly, Trained (cont'd.)	131	6	Wkly.	80	347	99	429	Jan. 1, 69	June 30, 69	
	161	6	"	78	338	97	420	Jan. 1, 69	June 30, 69	
	165	3	"	78	338	88	381	July 1, 68	June 30, 69	
	132	6	Mthly.	320		360		June 24, 68	Dec. 31, 68	
	186	3	"	286		313		Apr. 1, 68	Mar. 31, 69	
	211	4	"	340		380		Jan. 27, 69	July 20, 69	
	"	"	"	350		390		July 21, 69	Jan. 27, 71	
	007	4	Wkly.	73	316	81	353	June 1, 68	May 31, 69	
	006	4	Mthly.	323		356		Apr. 1, 68	Mar. 31, 69	
	137	1	Wkly.	73	316	81	353	Jan. 1, 69	June 30, 69	
	138	1	Mthly.	321		354		Jan. 1, 69	June 30, 69	
	Porter-Cleaner	055	8	Wkly.	72	312	80	347	Jan. 1, 68	Dec. 31, 68
		063	4	"	72	312	80	347	Jan. 1, 68	Dec. 31, 68
		072	4	"	64	277	70	303	Jan. 1, 68	Dec. 31, 68
131		6	"	73	316	87	377	Jan. 1, 69	June 30, 69	
161		6	"	72	312	84	364	Jan. 1, 69	June 30, 69	
165		3	"	70	303	78	338	July 1, 68	June 30, 69	
132		6	Mthly.	280		320		June 24, 68	Dec. 31, 68	
186		3	"	264		290		Apr. 1, 68	Mar. 31, 69	
211		4	"	295		335		Jan. 27, 69	July 20, 69	
"		"	"	305		345		July 21, 69	Jan. 27, 71	
007		4	Wkly.	65	282	72	312	June 1, 68	May 31, 69	
006		4	Mthly.	293		323		Apr. 1, 68	Mar. 31, 69	
137		1	Wkly.	70	303	79	342	Jan. 1, 69	June 30, 69	
138		1	Mthly.	315		348		Jan. 1, 69	June 30, 69	
Seamstress	055	8	Wkly.	61	264	68	295	Jan. 1, 68	Dec. 31, 68	
	063	4	"	61	264	68	295	Jan. 1, 68	Dec. 31, 68	
	072	4	"	54	234	61	264	Jan. 1, 68	Dec. 31, 68	
	131	6	"	61	264	72	312	Jan. 1, 69	June 30, 69	
	161	6	"	64	277	74	321	Jan. 1, 69	June 30, 69	
	165	3	"	64	277	70	303	July 1, 68	June 30, 69	
	132	6	Mthly.	260		300		June 24, 68	Dec. 31, 68	
	186	3	"	237		270		Apr. 1, 68	Mar. 31, 69	
	211	4	"	240		280		Jan. 27, 69	July 20, 69	
	"	"	"	250		290		July 21, 69	Jan. 27, 71	
	007	4	Wkly.	61	264	68	295	June 1, 68	May 31, 69	
	138	1	Mthly.	242		275		Jan. 1, 69	June 30, 69	

TABLE 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Storeman	055	8	Wkly.	78	338	88	381	Jan. 1, 68	Dec. 31, 68
	131	6	"	82	355	101	438	Jan. 1, 69	June 30, 69
	161	6	"	76	329	95	412	Jan. 1, 69	June 30, 69
	186	3	Mthly.	320		370		Apr. 1, 68	Mar. 31, 69
	211	4	"	350		390		Jan. 27, 69	July 20, 69
	"	"	"	360		400		July 21, 69	Jan. 27, 71
	007	4	Wkly.	75	325	84	364	June 1, 68	May 31, 69
Washman	055	8	"	79	342	80	347	Jan. 1, 68	Dec. 31, 68
	063	4	"	72	312	80	347	Jan. 1, 68	Dec. 31, 68
	072	4	"	70	303	79	342	Jan. 1, 68	Dec. 31, 68
	131	6	"	86	373	97	420	Jan. 1, 69	June 30, 69
	161	6	"	86	373	97	420	Jan. 1, 69	June 30, 69
	132	6	Mthly.	305		345		June 24, 68	Dec. 31, 68
	186	3	"	259		291		Apr. 1, 68	Mar. 31, 69
	211	4	"	325		365		Jan. 27, 69	July 20, 69
	"	"	"	335		375		July 21, 69	Jan. 27, 71
	007	4	Wkly.	66	285	73	316	June 1, 68	May 31, 69
	006	4	Mthly.	323		356		Apr. 1, 68	Mar. 31, 69
	138	1	"	321		354		Jan. 1, 69	June 30, 69
<u>Maintenance and Engineering</u>									
Carpenter	055	8	Wkly.	-		109	472	Jan. 1, 68	Dec. 31, 68
	063	4	"	96	416	109	472	Jan. 1, 68	Dec. 31, 68
	131	6	"	93	403	110	477	Jan. 1, 69	June 30, 69
	161	6	"	97	420	113	490	Jan. 1, 69	June 30, 69
	132	6	Mthly.	395		435		June 24, 68	Dec. 31, 68
	211	4	"	446		486		Jan. 27, 69	July 20, 69
	"	"	"	456		496		July 21, 69	Jan. 27, 71
	006	4	"	370		428		Apr. 1, 68	Mar. 31, 69
Electrician	015	4	Hrly.	-		3.30	572	Jan. 1, 69	Dec. 31, 69
	131	6	Wkly.	107	464	116	503	Jan. 1, 69	June 30, 69
	146	8	Hrly.	-		3.19	553	Jan. 1, 69	June 30, 69
	"	"	"	-		3.32	575	July 1, 69	Dec. 31, 69
	132	6	Mthly.	410		450		June 24, 68	Dec. 31, 68

TABLE 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Groundsman	055	8	Wkly.	68	295	75	325	Jan. 1, 68	Dec. 31, 68
	165	3	"	74	321	84	364	July 1, 68	June 30, 69
	186	3	Mthly.	264		308		Apr. 1, 68	Mar. 31, 69
Handyman	186	3	"	281		323		Apr. 1, 68	Mar. 31, 69
Maintenance Man	030	4	Hrly.	-		2.67	463	Jan. 1, 68	Dec. 31, 68
	063	4	Wkly.	84	364	99	429	Jan. 1, 68	Dec. 31, 68
	072	4	"	83	360	90	390	Jan. 1, 68	Dec. 31, 68
	145	3	Hrly.	-		2.75	477	Jan. 1, 68	Dec. 31, 68
	165	3	Wkly.	94	407	98	425	July 1, 68	June 30, 69
	132	6	Mthly.	316		356		June 24, 68	Dec. 31, 68
	211	4	"	358		398		Jan. 27, 69	July 20, 69
	"	"	"	368		408		July 21, 69	Jan. 27, 71
	138	1	"	364		424		Jan. 1, 69	June 30, 69
Painter	055	8	Wkly.	-		99	429	Jan. 1, 68	Dec. 31, 68
	063	4	"	84	364	99	429	Jan. 1, 68	Dec. 31, 68
	131	6	"	88	381	108	468	Jan. 1, 69	June 30, 69
	161	6	"	89	386	109	472	Jan. 1, 69	June 30, 69
	132	6	Mthly.	370		410		June 24, 68	Dec. 31, 68
	186	3	"	325		395		Apr. 1, 68	Mar. 31, 69
	006	4	"	370		428		Apr. 1, 68	Mar. 31, 69
Plumber	015	4	Hrly.	-		3.65	633	Jan. 1, 69	Dec. 31, 69
	146	8	"	-		3.49	605	Jan. 1, 69	June 30, 69
	"	"	"	-		3.63	629	July 1, 69	Dec. 31, 69
	132	6	Mthly.	395		435		June 24, 68	Dec. 31, 68
Stationary Engineer 2	015	4	Hrly.	-		3.65	633	Jan. 1, 69	Dec. 31, 69
	133	6	"	-		3.61	626	Jan. 1, 69	Dec. 31, 69
	146	8	"	-		3.52	611	Jan. 1, 69	June 30, 69
	"	"	"	-		3.66	635	July 1, 69	Dec. 31, 69
	006	4	Mthly.	452		550		Apr. 1, 68	Mar. 31, 69
Stationary Engineer 3	015	4	Hrly.	-		3.20	555	Jan. 1, 69	Dec. 31, 69
	030	4	"	-		2.90	503	Jan. 1, 68	Dec. 31, 68
	063	4	"	-		2.50	433	Jan. 1, 68	Dec. 31, 68
	084	6	"	-		2.96	513	Jan. 1, 68	Dec. 31, 68

TABLE 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd.)	098	4	Mthly.	-		513		Feb. 23, 68	Feb. 22, 69
	133	6	Hrly.	-		3.25	563	Jan. 1, 69	Dec. 31, 69
	145	3	"	-		3.01	522	Jan. 1, 68	Dec. 31, 68
	146	8	"	-		3.17	549	Jan. 1, 69	June 30, 69
	"	"	"	-		3.29	571	July 1, 69	Dec. 31, 69
	013	5	"	-		2.80	485	July 16, 68	July 15, 69
	"	"	"	-		3.05	529	July 16, 69	July 16, 70
	209	4	Mthly.	-		500		Apr. 23, 68	Apr. 22, 69
	006	4	"	431		500		Apr. 1, 68	Mar. 31, 69
	Stationary Engineer 4	015	4	Hrly.	-		2.60	451	Jan. 1, 69
030		4	"	-		2.75	477	Jan. 1, 68	Dec. 31, 68
084		6	"	-		2.48	430	Jan. 1, 68	Dec. 31, 68
136		1	Mthly.	-		425		June 1, 68	May 31, 69
"		"	"	-		475		June 1, 69	June 1, 70
146		8	Hrly.	-		2.44	426	Jan. 1, 69	June 30, 69
"		"	"	-		2.56	443	July 1, 68	Dec. 31, 69
013		5	"	-		2.65	459	July 16, 68	July 15, 69
"		"	"	-		2.90	503	July 16, 69	July 16, 70
209		4	Mthly.	-		468		Apr. 23, 68	Apr. 22, 69
006		4	"	339		393		Apr. 1, 68	Mar. 31, 69
041		2	"	-		435		June 1, 68	May 31, 69
"		"	"	-		485		June 1, 69	May 31, 70
163		1	"	-		450		Jan. 1, 69	May 31, 70
"		"	"	-		480		June 1, 69	June 1, 70
Stationary Engineer's Helper		084	6	Hrly.	-		2.11	366	Jan. 1, 68
	133	6	"	-		2.32	402	Jan. 1, 69	Dec. 31, 69
	146	8	"	-		2.40	416	Jan. 1, 69	June 30, 69
	"	"	"	-		2.50	433	July 1, 69	Dec. 31, 69
<u>Nursing</u>									
Assistant Head Nurse	191	4	Mthly.	480		580		Jan. 1, 68	Feb. 28, 69
Graduate Nurse	191	4	"	410		500		Jan. 1, 68	Feb. 28, 69
Health Supervisor	191	4	"	525		625		Jan. 1, 68	Feb. 28, 69
Nurse's Aide	072	4	Wkly.	54	234	61	264	Jan. 1, 68	Dec. 31, 68

TABLE 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Nurse's Aide (cont'd.)	131	6	Wkly.	62	269	73	316	Jan. 1, 69	June 30, 69
	161	6	"	64	277	74	321	Jan. 1, 69	June 30, 69
	132	6	Mthly.	250		290		June 24, 68	Dec. 31, 68
	186	3	"	237		275		Apr. 1, 68	Mar. 31, 69
	211	4	"	270		310		Jan. 27, 69	July 20, 69
	"	"	"	280		320		July 21, 69	Jan. 27, 71
	077	4	Wkly.	58	251	65	282	June 1, 68	May 31, 69
	006	4	Mthly.	232		256		Apr. 1, 68	Mar. 31, 69
	137	1	Wkly.	56	243	63	273	Jan. 1, 69	June 30, 69
	138	1	Mthly.	243		275		Jan. 1, 69	June 30, 69
Registered Nurse	191	4	"	445		535		Jan. 1, 68	Feb. 28, 69
Registered Nursing Assistant	055	8	Wkly.	78	338	88	381	Jan. 1, 68	Dec. 31, 68
	063	4	"	78	338	89	386	Jan. 1, 68	Dec. 31, 68
	072	4	"	74	321	80	347	Jan. 1, 68	Dec. 31, 68
	165	3	"	78	338	88	381	July 1, 68	June 30, 69
	132	6	Mthly.	300		340		June 24, 68	Dec. 31, 68
	211	4	"	345		385		Jan. 27, 69	July 20, 69
	"	"	"	355		395		July 21, 69	Jan. 27, 71
	007	4	Wkly.	72	312	79	342	June 1, 68	May 31, 69
	137	1	"	78	338	88	381	Jan. 1, 69	June 30, 69
	138	1	Mthly.	363		381		Jan. 1, 69	June 30, 69
Teacher	191	4	"	525		625		Jan. 1, 68	Feb. 28, 69



LAKE ONTARIO ECONOMIC REGION
(Counties and Locations
over 1,000 Population)

LAKE ONTARIO

Table 2

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
<u>Dietary</u>										
Cook	065	5	Hrly.	2.07	359	2.17	376	Oct. 30, 68	June 30, 69	
	"	"	"	2.27	393	2.37	411	July 1, 69	June 30, 70	
	092	4	"	2.24	388	2.34	406	Oct. 14, 68	June 29, 69	
	"	"	"	2.45	425	2.55	442	June 30, 69	June 30, 70	
	168	5	Mthly.	295		325		Jan. 1, 68	Dec. 31, 68	
	156	3	"	320		330		Feb. 1, 68	Jan. 31, 69	
	169	3	Hrly.	1.84	299	1.94	315	June 1, 68	May 31, 69	
	Kitchen Helper (Female)	065	5	"	1.62	281	1.72	298	Oct. 30, 68	June 30, 69
		"	"	"	1.77	307	1.87	324	July 1, 69	June 30, 70
		092	4	"	1.62	281	1.72	298	Oct. 14, 68	June 29, 69
"		"	"	1.77	307	1.87	324	June 30, 69	June 30, 70	
168		5	Mthly.	235		265		Jan. 1, 68	Dec. 31, 68	
156		3	"	230		260		Feb. 1, 68	Jan. 31, 69	
169		3	Hrly.	1.51	245	1.62	263	June 1, 68	May 31, 69	
<u>Housekeeping</u>										
Laundry Helper (Female)	065	5	"	1.62	281	1.72	298	Oct. 30, 68	June 30, 69	
	"	"	"	1.77	307	1.87	324	July 1, 69	June 30, 70	
	092	4	"	1.62	281	1.72	298	Oct. 14, 68	June 29, 69	
	"	"	"	1.77	307	1.87	324	June 30, 69	June 30, 70	
	168	5	Mthly.	235		265		Jan. 1, 68	Dec. 31, 68	
	156	3	"	230		260		Feb. 1, 68	Jan. 31, 69	
Maid	169	3	Hrly.	1.51	245	1.62	263	June 1, 68	May 31, 69	
	065	5	"	1.62	281	1.72	298	Oct. 30, 68	June 30, 69	
	"	"	"	1.77	307	1.87	324	July 1, 69	June 30, 70	
	092	4	"	1.62	281	1.72	298	Oct. 14, 68	June 29, 69	
	"	"	"	1.77	307	1.87	324	June 30, 69	June 30, 70	
	168	5	Mthly.	235		265		Jan. 1, 68	Dec. 31, 68	
156	3	"	230		260		Feb. 1, 68	Jan. 31, 69		

TABLE 2 (CONT'D.) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maid (cont'd.)	169	3	Hrly.	1.40	228	1.51	245	June 1, 68	May 31, 69
Orderly, Trained	065	5	"	2.02	350	2.12	367	Oct. 30, 68	June 30, 69
	"	"	"	2.21	383	2.31	400	July 1, 69	June 30, 70
	092	4	"	1.97	341	2.07	359	Oct. 14, 68	June 29, 69
	"	"	"	2.16	374	2.26	392	June 30, 69	June 30, 70
	168	5	Mthly.	310		340		Jan. 1, 68	Dec. 31, 68
	156	3	"	315		345		Feb. 1, 68	Jan. 31, 69
Porter-Cleaner	169	3	Hrly.	2.11	343	2.21	359	June 1, 68	May 31, 69
	065	5	"	1.87	324	1.97	341	Oct. 30, 68	June 30, 69
	"	"	"	2.05	355	2.15	373	July 1, 69	June 30, 70
	092	4	"	1.87	324	1.97	341	Oct. 14, 68	June 29, 69
	"	"	"	2.05	355	2.15	373	June 30, 69	June 30, 70
	168	5	Mthly.	270		300		Jan. 1, 68	Dec. 31, 68
Seamstress	169	3	Hrly.	1.84	299	1.94	315	June 1, 68	May 31, 69
	065	5	"	1.64	284	1.74	302	Oct. 30, 68	June 30, 69
	"	"	"	1.80	312	1.90	329	July 1, 69	June 30, 70
	092	4	"	1.84	319	1.94	336	Oct. 14, 68	June 29, 69
	"	"	"	2.01	348	2.11	366	June 30, 69	June 30, 70
	168	5	Mthly.	264		294		Jan. 1, 68	Dec. 31, 68
Storeman	169	3	Hrly.	1.62	263	1.73	281	June 1, 68	May 31, 69
	092	4	"	2.07	359	2.17	376	Oct. 14, 68	June 29, 69
	"	"	"	2.27	393	2.37	411	June 30, 69	June 30, 70
Washman	065	5	"	2.07	359	2.17	376	Oct. 30, 68	June 30, 69
	"	"	"	2.27	393	2.37	411	July 1, 69	June 30, 70
	092	4	"	2.07	359	2.17	376	Oct. 14, 68	June 29, 69
	"	"	"	2.27	393	2.37	411	June 30, 69	June 30, 70
	168	5	Mthly.	320		350		Jan. 1, 68	Dec. 31, 68
	156	3	"	300		330		Feb. 1, 68	Jan. 31, 69
	169	3	Hrly.	1.94	315	2.05	333	June 1, 68	May 31, 69

TABLE 2 (CONT'D.) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Maintenance and Engineering</u>									
Carpenter	065	5	Hrly.	2.73	473	2.83	491	Oct. 30, 68	June 30, 69
	"	"	"	2.98	517	3.08	534	July 1, 69	June 30, 70
	092	4	"	2.52	437	2.62	454	Oct. 14, 68	June 29, 69
	"	"	"	2.76	478	2.86	496	June 30, 69	June 30, 70
Electrician	168	5	Mthly.	385		415		Jan. 1, 68	Dec. 31, 68
	065	5	Hrly.	2.91	504	3.01	522	Oct. 30, 68	June 30, 69
	"	"	"	3.18	551	3.28	569	July 1, 69	June 30, 70
	168	5	Mthly.	385		415		Jan. 1, 68	Dec. 31, 69
Groundsman	092	4	Hrly.	1.90	329	2.00	347	Oct. 14, 68	June 29, 69
	"	"	"	2.08	361	2.18	378	June 30, 69	June 30, 70
	168	5	Mthly.	275		307		Jan. 1, 68	Dec. 31, 68
Handyman	092	4	Hrly.	2.34	406	2.44	423	Oct. 14, 69	June 29, 69
	"	"	"	2.56	444	2.66	461	June 30, 69	June 30, 70
Labourer	092	4	"	1.90	329	2.00	347	Oct. 14, 68	June 29, 69
	"	"	"	2.08	361	2.18	378	June 30, 69	June 30, 70
Maintenance Man	092	4	"	2.91	504	3.01	522	Oct. 14, 68	June 29, 69
	"	"	"	3.18	551	3.28	569	June 30, 69	June 30, 70
	156	3	Mthly.	290		320		Feb. 1, 68	Jan. 31, 69
Painter	065	5	Hrly.	2.49	432	2.59	449	Oct. 30, 68	June 30, 69
	"	"	"	2.72	471	2.82	489	July 1, 69	June 30, 70
	168	5	Mthly.	335		365		Jan. 1, 68	Dec. 31, 68
Plumber	168	5	"	385		415		Jan. 1, 68	Dec. 31, 68
	Stationary Engineer 2	005	5	"	-	600		Oct. 1, 68	Sept.30, 69
	"	"	"	-	625		Oct. 1, 69	Sept.30, 70	
Stationary Engineer 3	064	5	Hrly.	-		2.86	496	Feb. 18, 68	Feb. 18, 69
	092	4	"	2.91	504	3.01	522	Oct. 14, 68	June 29, 69
	"	"	"	3.18	551	3.28	569	June 30, 69	June 30, 70

TABLE 2 (CONT'D.) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd.)	004	3	Hrly.	-		2.91	504	June 1, 68	Dec. 31, 68
	076	3	"	-		2.82	489	Aug. 1, 68	Mar. 31, 69
Stationary Engineer 4	064	5	"	-		2.59	449	Feb. 18, 68	Feb. 18, 69
	092	4	"	2.42	419	2.52	437	Oct. 14, 68	June 29, 69
	"	"	"	2.65	459	2.75	477	June 30, 69	June 30, 70
	156	3	Mthly.	350		380		Feb. 1, 68	Jan. 31, 69
	004	3	Hrly.	-		2.68	465	June 1, 68	Dec. 31, 68
	076	3	"	-		2.50	433	Aug. 1, 68	Mar. 31, 69
<u>Nursing</u>									
Graduate Nurse	130	4	Mthly.	370		430		July 3, 67	Jan. 1, 68
	199	5	"	410		510		Jan. 1, 68	Dec. 31, 68
Head Nurse I	130	4	"	475		570		July 3, 67	Jan. 1, 68
	199	5	"	525		625		Jan. 1, 68	Dec. 31, 68
Head Nurse II	130	4	"	442		537		July 3, 67	Jan. 1, 68
	199	5	"	480		580		Jan. 1, 68	Dec. 31, 68
Nurse's Aide	065	5	Hrly.	1.75	303	1.85	321	Oct. 30, 68	June 30, 69
	"	"	"	1.92	333	2.02	350	July 1, 69	June 30, 70
	092	4	"	1.62	281	1.72	298	Oct. 14, 68	June 29, 69
	"	"	"	1.77	307	1.87	324	June 30, 69	June 30, 70
	168	5	Mthly.	250		280		Jan. 1, 68	Dec. 31, 68
Registered Nurse	130	4	Mthly.	410		490		July 3, 67	Jan. 1, 68
	199	5	"	445		545		Jan. 1, 68	Dec. 31, 68
Registered Nursing Assistant	065	5	Hrly.	1.88	326	1.98	343	Oct. 30, 68	June 30, 69
	"	"	"	2.06	357	2.16	374	July 1, 69	June 30, 70
	092	4	"	1.91	331	2.01	348	Oct. 14, 68	June 29, 69

TABLE 2 (CONT'D.) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd)	092	4	Hrly.	2.09	362	2.19	380	June 30, 69	June 30, 70
	168	5	Mthly.	288		318		Jan. 1, 68	Dec. 31, 68
	156	3	"	288		318		Feb. 1, 68	Jan. 31, 69
	169	3	Hrly.	1.89	307	2.00	325	June 1, 68	May 31, 69
Teacher	130	4	Mthly.	475		570		July 3, 67	Jan. 1, 68
	199	5	"	525		625		Jan. 1, 68	Dec. 31, 68
Teaching Assistant	130	4	"	420		500		July 3, 67	Jan. 1, 68
	199	5	"	480		580		Jan. 1, 68	Dec. 31, 68

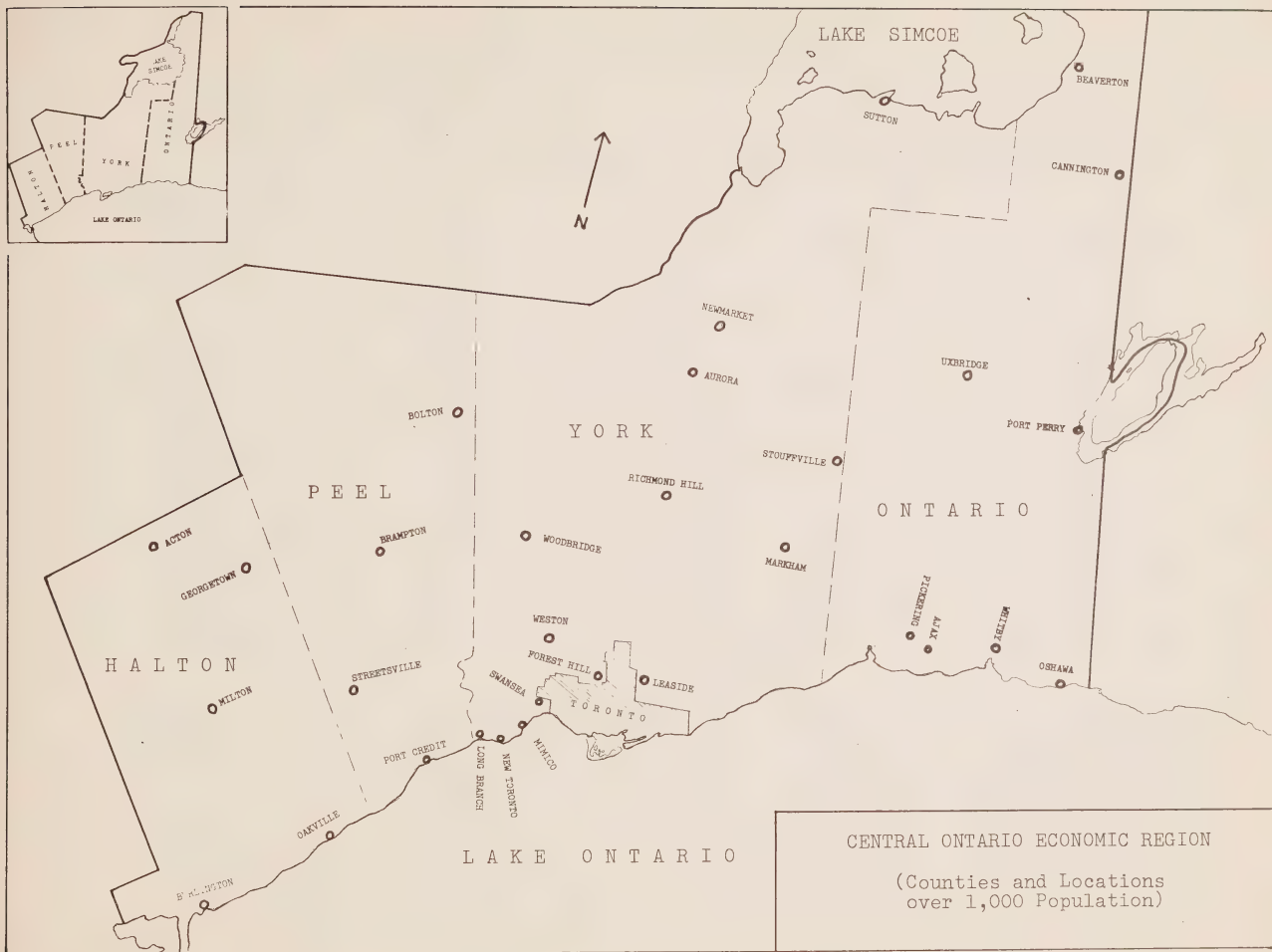
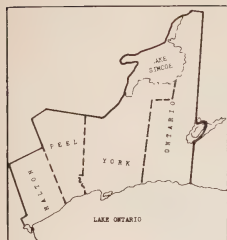


Table 3

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	070	7	Mthly.	360		395		Jan. 1, 68	Dec. 31, 68
	188	8	"	369		434		Apr. 1, 68	Mar. 31, 69
Clerk II	070	7	"	330		365		Jan. 1, 68	Dec. 31, 68
	188	8	"	320		365		Apr. 1, 68	Mar. 31, 69
Clerk III	070	7	"	280		305		Jan. 1, 68	Dec. 31, 68
	188	8	"	268		308		Apr. 1, 68	Mar. 31, 69
Clerk-Typist I	188	8	"	310		355		Apr. 1, 68	Mar. 31, 69
Clerk-Typist II	188	8	"	268		308		Apr. 1, 68	Mar. 31, 69
Stenographer	188	8	"	320		365		Apr. 1, 68	Mar. 31, 69
Stenographer, Medical	188	8	"	347		402		Apr. 1, 68	Mar. 31, 69
Telephone Operator I	070	7	"	340		373		Jan. 1, 68	Dec. 31, 69
	188	8	"	-		365		Apr. 1, 68	Mar. 31, 69
Telephone Operator II	188	8	"	295		350		Apr. 1, 68	Mar. 31, 69
<u>Dietary</u>									
Cook	002	2	"	-		436		Jan. 1, 69	Dec. 31, 69
	070	7	"	370		409		Jan. 1, 68	Dec. 31, 68
	071	5	"	377		408		Mar. 31, 68	Mar. 30, 69
	081	6	"	377		408		July 1, 68	June 30, 69
	109	6	"	295		320		Apr. 9, 68	Apr. 7, 69
	113	7	"	372		396		Sept. 30, 68	Feb. 28, 69
	"	"	"	407		431		Mar. 1, 69	Feb. 28, 70
	182	8	"	350		380		May 1, 68	Dec. 31, 68
	190	5	"	339		373		Nov. 28, 68	Nov. 27, 69
	193	4	"	346		420		Jan. 1, 69	Dec. 31, 69
	206	6	"	390		450		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	180	390	192	416	May 8, 68	May 6, 69

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Cook (cont'd.)	059	4	Mthly.	380		410		Apr. 1, 68	Dec. 31, 68
	043	2	"	338		348		June 15, 68	Jan. 14, 69
	128	4	"	319		349		May 1, 68	Feb. 28, 69
	"	"	"	339		369		Mar. 1, 69	Dec. 31, 69
	001	3	"	330		370		Apr. 1, 68	Mar. 31, 69
	"	"	"	352		392		Apr. 1, 69	Mar. 31, 70
Dishwasher	021	1	"	425		445		Apr. 1, 68	Apr. 1, 70
	071	5	"	314		340		Mar. 31, 68	Mar. 30, 69
	109	6	"	314		340		Apr. 9, 68	Apr. 7, 69
	110	8	"	349		369		Jan. 1, 69	Dec. 31, 69
	121	6	"	319		345		Mar. 23, 68	Mar. 22, 69
	206	6	"	324		355		Jan. 4, 69	Dec. 31, 69
Kitchen Helper (Female)	059	4	"	279		302		Apr. 1, 68	Dec. 31, 68
	002	2	"	280		302		Jan. 1, 69	Dec. 31, 69
	070	7	"	286		315		Jan. 1, 68	Dec. 31, 68
	081	6	"	261		285		July 1, 68	June 30, 69
	109	6	"	261		282		Apr. 9, 68	Apr. 7, 69
	110	8	"	285		300		Jan. 1, 69	Dec. 31, 69
	113	7	"	264		288		Sept. 30, 68	Feb. 28, 69
	"	"	"	281		305		Mar. 1, 69	Feb. 28, 70
	121	6	"	261		282		Mar. 23, 68	Mar. 22, 69
	193	4	"	258		300		Jan. 1, 69	Dec. 31, 69
	206	6	"	278		308		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	120	260	135	293	May 8, 68	May 6, 69
	059	4	Mthly.	237		254		Apr. 1, 68	Dec. 31, 68
	043	2	"	274		281		June 15, 68	Jan. 14, 69
	001	3	"	247		287		Apr. 1, 68	Mar. 31, 69
	"	"	"	268		308		Apr. 1, 69	Mar. 31, 70
	021	1	"	265		285		Apr. 1, 68	Apr. 1, 70
<u>Housekeeping</u>									
Laundry Helper (Female)	071	5	"	279		300		Mar. 31, 68	Mar. 30, 69
	073	3	"	265		300		July 3, 68	Jan. 2, 69
	086	4	"	250		280		Jan. 1, 68	Dec. 31, 68
	110	8	"	298		313		Jan. 1, 69	Dec. 31, 69
	113	7	"	272		296		Sept. 30, 68	Feb. 28, 69
"	"	"	289		313		Mar. 1, 69	Feb. 28, 70	

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Laundry Helper (Female) (cont'd.)	182	8	Mthly.	260		282		May 1, 68	Dec. 31, 68
	206	6	"	278		308		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	122	264	136	295	May 8, 68	May 6, 69
	059	4	Mthly.	237		254		Apr. 1, 68	Dec. 31, 68
	043	2	"	274		281		June 15, 68	Jan. 14, 69
	001	3	"	247		287		Apr. 1, 68	Mar. 31, 69
	"	"	"	268		308		Apr. 1, 69	Mar. 31, 70
	021	1	"	265		285		Apr. 1, 68	Apr. 1, 70
Maid	002	2	"	277		296		Jan. 1, 69	Dec. 31, 69
	070	7	"	286		315		Jan. 1, 68	Dec. 31, 68
	071	5	"	279		300		Mar. 31, 68	Mar. 30, 69
	073	3	"	265		300		July 3, 68	Jan. 2, 69
	081	6	"	261		285		July 1, 68	June 30, 69
	109	6	"	261		282		Apr. 9, 68	Apr. 7, 69
	110	8	"	285		300		Jan. 1, 69	Dec. 31, 69
	113	7	"	259		283		Sept. 30, 68	Feb. 28, 69
	"	"	"	276		300		Mar. 1, 69	Feb. 28, 70
	121	6	"	261		282		Mar. 23, 68	Mar. 22, 69
	182	8	"	260		282		May 1, 68	Dec. 31, 68
	190	5	"	266		295		Nov. 28, 68	Nov. 27, 69
	193	4	"	258		300		Jan. 1, 69	Dec. 31, 69
	206	6	"	278		308		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	120	260	135	293	May 8, 68	May 6, 69
	059	4	Mthly.	237		254		Apr. 1, 68	Dec. 31, 68
	043	2	"	274		281		June 15, 68	Jan. 14, 69
	181	4	Wkly.	62	269	66	286	June 7, 68	Nov. 1, 68
	128	4	Mthly.	245		275		May 1, 68	Feb. 28, 69
	"	"	"	260		290		Mar. 1, 69	Dec. 31, 69
	001	3	"	247		287		Apr. 1, 68	Mar. 31, 69
	"	"	"	268		308		Apr. 1, 69	Mar. 31, 70
	021	1	"	265		285		Apr. 1, 68	Apr. 1, 70
Orderly, Trained	002	2	"	393		411		Jan. 1, 69	Dec. 31, 69
	070	7	"	338		410		Jan. 1, 68	Dec. 31, 68
	071	5	"	354		375		Mar. 31, 68	Mar. 30, 69
	081	6	"	338		350		July 1, 68	June 30, 69
	086	4	"	305		335		Jan. 1, 68	Dec. 31, 68
	109	6	"	338		350		Apr. 9, 68	Apr. 7, 69
	110	8	"	390		409		Jan. 1, 69	Dec. 31, 69

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Orderly, Trained (cont'd.)	113	7	Mthly.	357		376		Sept. 30, 68	Feb. 28, 69
	"	"	"	392		411		Mar. 1, 69	Feb. 28, 70
	121	6	"	354		375		Mar. 23, 68	Mar. 22, 69
	182	8	"	358		378		May 1, 68	Dec. 31, 68
	190	5	"	339		373		Nov. 28, 68	Nov. 27, 69
	193	4	"	310		373		Jan. 1, 69	Dec. 31, 69
	206	6	"	337		370		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	165	358	181	392	May 8, 68	May 6, 69
	059	4	Mthly.	316		331		Apr. 1, 68	Dec. 31, 68
	043	2	"	336		346		June 15, 68	Jan. 14, 69
	181	4	Wkly.	81	351	85	368	June 7, 68	Nov. 1, 68
	128	4	Mthly.	350		375		May 1, 68	Feb. 28, 69
	"	"	"	389		409		Mar. 1, 69	Dec. 31, 69
	001	3	"	359		399		Apr. 1, 68	Mar. 31, 69
	"	"	"	381		421		Apr. 1, 69	Mar. 31, 70
	021	1	"	350		370		Apr. 1, 68	Apr. 1, 70
Porter-Cleaner	002	2	"	341		366		Jan. 1, 69	Dec. 31, 69
	070	7	"	350		385		Jan. 1, 68	Dec. 31, 68
	071	5	"	314		340		Mar. 31, 68	Mar. 30, 69
	073	3	"	315		366		July 5, 68	Jan. 2, 69
	081	6	"	314		340		July 1, 68	June 30, 69
	109	6	"	314		340		Apr. 9, 68	Apr. 7, 69
	110	8	"	344		364		Jan. 1, 69	Dec. 31, 69
	113	7	"	305		329		Sept. 30, 68	Feb. 28, 69
	"	"	"	340		364		Mar. 1, 69	Feb. 28, 70
	121	6	"	314		340		Mar. 23, 68	Mar. 22, 69
	182	8	"	310		350		May 1, 68	Dec. 31, 68
	190	5	"	308		339		Nov. 28, 68	Nov. 27, 69
	193	4	"	287		339		Jan. 1, 69	Dec. 31, 69
	206	6	"	324		355		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	145	314	159	345	May 8, 68	May 6, 69
	059	4	Mthly.	274		297		Apr. 1, 68	Dec. 31, 68
	181	4	Wkly.	75	325	79	342	June 7, 68	Nov. 1, 68
	128	4	Mthly.	300		331		May 1, 68	Feb. 28, 69
	"	"	"	334		364		Mar. 1, 69	Dec. 31, 69
	001	3	"	292		332		Apr. 1, 68	Mar. 31, 69
	"	"	"	312		352		Apr. 1, 69	Mar. 31, 70
	021	1	"	275		285		Apr. 1, 68	Apr. 1, 70

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrrt. Rate	Mthly Equi.	Agrrt. Rate	Mthly Equi.	From	To
Seamstress	070	7	Mthly.	315		348		Jan. 1, 68	Dec. 31, 68
	071	5	"	287		313		Mar. 31, 68	Mar. 30, 69
	081	6	"	287		313		July 1, 68	June 30, 69
	109	6	"	287		313		Apr. 9, 68	Apr. 7, 69
	110	8	"	305		320		Jan. 1, 69	Dec. 31, 69
	113	7	"	277		301		Sept. 30, 68	Feb. 28, 69
	"	"	"	294		318		Mar. 1, 69	Feb. 28, 70
	121	6	"	287		313		Mar. 23, 68	Mar. 22, 69
	182	8	"	271		293		May 1, 68	Dec. 31, 68
	190	5	"	280		310		Nov. 28, 68	Nov. 27, 69
	193	4	"	271		314		Jan. 1, 69	Dec. 31, 69
	206	6	"	287		314		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	128	277	142	308	May 8, 68	May 6, 69
	181	4	Wkly.	67	290	71	308	June 7, 68	Nov. 1, 68
	001	3	Mthly.	252		292		Apr. 1, 68	Mar. 31, 69
	"	"	"	268		308		Apr. 1, 69	Mar. 31, 70
Storeman	002	2	"	341		366		Jan. 1, 69	Dec. 31, 69
	071	5	"	314		340		Mar. 31, 68	Mar. 30, 69
	086	4	"	275		305		Jan. 1, 68	Dec. 31, 68
	109	6	"	314		340		Apr. 9, 68	Apr. 7, 69
	110	8	"	354		374		Jan. 1, 69	Dec. 31, 69
	182	8	"	402		442		May 1, 68	Dec. 31, 68
	190	5	"	339		373		Nov. 28, 68	Nov. 27, 69
	193	4	"	346		420		Jan. 1, 69	Dec. 31, 69
	206	6	"	355		409		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	162	351	182	394	May 8, 68	May 6, 69
	181	4	Wkly.	74	321	78	338	June 7, 68	Nov. 1, 68
	128	4	Mthly.	320		350		May 1, 68	Feb. 28, 69
	"	"	"	344		374		Mar. 1, 69	Dec. 31, 69
Washman	071	5	"	364		390		Mar. 31, 68	Mar. 30, 69
	073	3	"	325		366		July 3, 68	Jan. 2, 69
	081	6	"	364		390		July 1, 68	June 30, 69
	086	4	"	290		320		Jan. 1, 68	Dec. 31, 68
	109	6	"	364		390		Apr. 9, 68	Apr. 7, 69
	110	8	"	402		422		Jan. 1, 69	Dec. 31, 69
	182	8	"	360		390		May 1, 68	Dec. 31, 68
	206	6	"	355		390		Jan. 4, 69	Dec. 31, 69

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Jobs	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Per Hour	Monthly Equiv.	Per Hour	Monthly Equiv.	From	To	
<u>Maintenance and Engineering</u>										
Carpenter	002	2	Mthly.	428		448		Jan. 1, 69	Dec. 31, 69	
	071	5	"	421		445		Mar. 31, 68	Mar. 30, 69	
	081	6	"	421		445		July 1, 68	June 30, 69	
	109	6	"	421		445		Apr. 9, 68	Apr. 7, 69	
	110	8	"	470		490		Jan. 1, 69	Dec. 31, 69	
	113	7	"	470		483		Sept. 30, 68	Feb. 28, 69	
	"	"	"	505		518		Mar. 1, 69	Feb. 28, 70	
	121	6	"	421		445		Mar. 23, 68	Mar. 22, 69	
	153	7	Hrly.	-	2.95		511	Mar. 15, 68	Mar. 15, 69	
	193	4	Mthly.	425		524		Jan. 1, 69	Dec. 31, 69	
	206	6	"	472		544		Jan. 4, 69	Dec. 31, 69	
	052	6	Biwkly.	195	423	212	459	May 8, 68	May 6, 69	
	059	4	Mthly.	288		321		Apr. 1, 68	Dec. 31, 68	
	181	4	Wkly.	117	507	123	533	June 7, 68	Nov. 1, 68	
Electrician	071	5	Mthly.	461		505		Mar. 31, 68	Mar. 30, 69	
	081	6	"	461		505		July 1, 68	June 30, 69	
	109	6	"	461		505		Apr. 9, 68	Apr. 7, 69	
	110	8	"	522		542		Jan. 1, 69	Dec. 31, 69	
	121	6	"	461		505		Mar. 23, 68	Mar. 22, 69	
	153	7	Hrly.	-	3.00		520	Mar. 15, 68	Mar. 15, 69	
	182	8	Mthly.	465		505		May 1, 68	Dec. 31, 68	
	193	4	"	425		524		Jan. 1, 69	Dec. 31, 69	
	206	6	"	519		598		Jan. 4, 69	Dec. 31, 69	
	052	6	Biwkly.	215	466	252	546	May 8, 68	May 6, 69	
	059	4	Mthly.	390		410		Apr. 1, 68	Dec. 31, 68	
	181	4	Wkly.	-		137	594	June 7, 68	Nov. 1, 68	
	Groundsman	002	2	Mthly.	355		370		Jan. 1, 69	Dec. 31, 69
		071	5	"	314		340		Mar. 31, 68	Mar. 30, 69
081		6	"	314		340		July 1, 68	June 30, 69	
086		4	"	295		320		Jan. 1, 68	Dec. 31, 68	
109		6	"	314		340		Apr. 9, 68	Apr. 7, 69	
113		7	"	356		364		Sept. 30, 68	Feb. 28, 69	
"		"	"	391		399		Mar. 1, 69	Feb. 28, 70	
121		6	"	359		360		Mar. 23, 68	Mar. 22, 69	
182		8	"	310		350		May 1, 68	Dec. 31, 68	
193		4	"	271		314		Jan. 1, 69	Dec. 31, 69	
206		6	"	324		355		Jan. 4, 69	Dec. 31, 69	
052		6	Biwkly.	160	347	178	386	May 8, 68	May 6, 69	

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Groundsman (cont'd.)	059	4	Mthly.	274		297		Apr. 1, 68	Dec. 31, 68
	021	1	"	315		345		Apr. 1, 68	Apr. 1, 70
Handyman	071	5	"	314		340		Mar. 31, 68	Mar. 30, 69
	109	6	"	314		340		Apr. 9, 68	Apr. 7, 69
	110	8	"	409		429		Jan. 1, 69	Dec. 31, 69
	153	7	Hrly.	-		2.68	465	Mar. 15, 68	Mar. 15, 69
	059	4	Mthly.	340		360		Apr. 1, 68	Dec. 31, 68
	181	4	Nkly.	83	360	87	377	June 7, 68	Nov. 1, 68
	128	4	Mthly.	338		368		May 1, 68	Feb. 28, 69
	"	"	"	360		390		Mar. 1, 69	Dec. 31, 69
Labourer	109	6	"	314		340		Apr. 9, 68	Apr. 7, 69
	110	8	"	371		391		Jan. 1, 69	Dec. 31, 69
	121	6	"	328		349		Mar. 23, 68	Mar. 22, 69
	153	7	Hrly.	-		2.50	433	Mar. 15, 68	Mar. 15, 69
Maintenance Man	002	2	Mthly.	347		377		Jan. 1, 69	Dec. 31, 69
	071	5	"	314		340		Mar. 31, 68	Mar. 30, 69
	073	3	"	385		430		July 3, 68	Jan. 2, 69
	086	4	"	300		335		Jan. 1, 68	Dec. 31, 68
	113	7	"	417		430		Sept. 30, 68	Feb. 28, 69
	"	"	"	452		465		Mar. 1, 69	Feb. 28, 70
	052	6	Biwkly.	160	347	178	386	May 8, 68	May 6, 69
	043	2	Mthly.	431		445		June 15, 68	Jan. 14, 69
	128	4	"	432		462		May 1, 68	Feb. 28, 69
	"	"	"	470		500		Mar. 1, 69	Dec. 31, 69
	001	3	"	383		423		Apr. 1, 68	Mar. 31, 69
	"	"	"	406		446		Apr. 1, 69	Mar. 31, 70
	021	1	"	415		430		Apr. 1, 68	Apr. 1, 70
Painter	002	2	"	-		421		Jan. 1, 69	Dec. 31, 69
	071	5	"	381		405		Mar. 31, 68	Mar. 30, 69
	081	6	"	381		405		July 1, 68	June 30, 69
	109	6	"	381		405		Apr. 9, 68	Apr. 7, 69
	110	8	"	425		445		Jan. 1, 69	Dec. 31, 69
	113	7	"	432		445		Sept. 30, 68	Feb. 28, 69
	"	"	"	467		480		Mar. 1, 69	Feb. 28, 70
	121	6	"	381		405		Mar. 23, 68	Mar. 22, 69
	153	7	Hrly.	-		2.90	503	Mar. 15, 68	Mar. 15, 69

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Painter (cont'd.)	182	8	Mthly.	420		460		May 1, 68	Dec. 31, 68	
	193	4	"	380		470		Jan. 1, 69	Dec. 31, 69	
	206	6	"	450		525		Jan. 4, 69	Dec. 31, 69	
	052	6	Biwkly.	186	403	202	438	May 8, 68	May 6, 69	
	059	4	Mthly.	340		360		Apr. 1, 68	Dec. 31, 68	
Plumber	071	5	"	441		465		Mar. 31, 68	Mar. 30, 69	
	081	6	"	441		465		July 1, 68	June 30, 69	
	109	6	"	441		465		Apr. 9, 68	Apr. 7, 69	
	110	8	"	497		517		Jan. 1, 69	Dec. 31, 69	
	121	6	"	441		465		Mar. 23, 68	Mar. 22, 69	
	182	8	"	460		500		May 1, 68	Dec. 31, 68	
	193	4	"	425		524		Jan. 1, 69	Dec. 31, 69	
	206	6	"	519		598		Jan. 4, 69	Dec. 31, 69	
	052	6	Biwkly.	207	449	232	503	May 8, 68	May 6, 69	
	Stationary Engineer 2	014	8	Wkly.	-		144	624	Nov. 7, 68	July 11, 69
		069	7	Hrly.	-		3.57	619	Jan. 1, 68	Dec. 31, 68
097		6	Mthly.	-		605		Mar. 4, 68	Mar. 3, 69	
102		6	"	-		620		Oct. 1, 68	May 31, 69	
"		"	"	-		640		June 1, 69	Dec. 31, 69	
111		8	"	-		600		Jan. 1, 69	June 30, 69	
112		6	"	-		600		Jan. 1, 68	Dec. 31, 68	
114		7	"	-		574		Oct. 2, 67	Sept. 30, 68	
120		6	"	-		575		Aug. 1, 67	July 31, 68	
152		6	"	-		606		Jan. 1, 68	Dec. 31, 68	
160		8	Hrly.	-		3.46	600	Dec. 1, 67	Nov. 30, 68	
Stationary Engineer 3	002	2	Mthly.	-		525		Jan. 1, 69	Dec. 31, 69	
	029	3	"	-		570		July 1, 68	June 30, 69	
	051	4	"	-		537		Oct. 21, 67	Oct. 20, 68	
	066	5	Hrly.	-		3.06	530	Aug. 1, 68	Jan. 31, 69	
	"	"	"	-		3.20	555	Feb. 1, 69	July 31, 69	
	"	"	"	-		3.25	563	Aug. 1, 69	Jan. 31, 70	
	069	7	"	-		3.08	534	Jan. 1, 68	Dec. 31, 68	
	086	4	Mthly.	385		430		Jan. 1, 68	Dec. 31, 68	
	102	6	"	-		560		Oct. 1, 68	May 31, 69	
	"	"	"	-		580		June 1, 69	Dec. 31, 69	
	111	8	"	-		540		Jan. 1, 69	June 30, 69	
	112	6	"	-		540		Jan. 1, 68	Dec. 31, 68	
	114	7	"	-		523		Oct. 2, 67	Sept. 30, 68	
	120	6	"	-		523		Aug. 1, 67	July 31, 68	
	157	5	"	547		572		Nov. 1, 68	Dec. 31, 69	
	160	8	Hrly.	-		3.12	541	Dec. 1, 67	Nov. 30, 68	
	166	3	Mthly.	-		520		Jan. 1, 68	Dec. 31, 68	
	178	6	"	-		546		July 1, 68	June 30, 69	

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd.)	053	6	Biwly.	227	492	240	520	Nov. 1, 67	Oct. 31, 68
	060	4	Mthly.	-		545		Jan. 1, 69	Aug. 31, 69
	"	"	"	-		575		Sept. 1, 69	Apr. 30, 70
	057	5	"	-		560		Nov. 17, 68	Nov. 16, 69
	"	"	"	-		600		Nov. 17, 69	Nov. 16, 70
	167	4	"	-		570		Jan. 1, 69	Dec. 31, 69
	128	4	"	478		508		May 1, 68	Feb. 28, 69
	"	"	"	495		525		Mar. 1, 69	Dec. 31, 69
Stationary Engineer 4	104	5	"	-		500		Nov. 25, 67	Nov. 24, 68
	002	2	"	-		475		Jan. 1, 69	Dec. 31, 69
	029	3	"	-		523		July 1, 68	June 30, 69
	048	5	"	470		475		Jan. 1, 69	June 30, 69
	069	7	Hrly.	-		2.88	499	Jan. 1, 68	Dec. 31, 68
	078	3	Mthly.	410		422		Jan. 1, 68	Dec. 31, 68
	111	8	"	-		475		Jan. 1, 69	Dec. 31, 68
	112	6	"	-		477		Jan. 1, 68	June 30, 69
	114	7	"	-		455		Oct. 2, 67	Sept. 30, 68
	160	8	Hrly.	-		2.74	475	Dec. 1, 67	Nov. 30, 68
	060	4	Mthly.	-		485		Jan. 1, 69	Aug. 31, 69
	"	"	"	-		515		Sept. 1, 69	Apr. 30, 70
	167	4	"	-		510		Jan. 1, 69	Dec. 31, 69
	025	2	"	-		445		Mar. 1, 68	Oct. 31, 68
	104	5	"	-		460		Nov. 25, 67	Nov. 24, 68
Stationary Engineer's Helper	014	8	Wkly.	-		95	412	Nov. 7, 68	July 11, 69
	051	4	"	320		362		Oct. 21, 67	Oct. 20, 68
	069	7	Hrly.	-		2.77	480	Jan. 1, 68	Dec. 31, 68
	111	8	Mthly.	376		398		Jan. 1, 69	June 30, 69
	120	6	"	347		367		Aug. 1, 67	July 31, 68
	152	6	"	378		420		Jan. 1, 68	Dec. 31, 68
	160	8	Hrly.	-		2.45	425	Dec. 1, 67	Nov. 30, 68
<u>Nursing</u>									
Graduate Nurse	070	7	Mthly.	400		477		Jan. 1, 68	Dec. 31, 68
	201	5	"	410		510		Mar. 20, 68	Dec. 31, 68
	044	4	"	410		510		Apr. 18, 68	Apr. 10, 69

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Head Nurse II	201	5	Mthly.	480		580		Mar. 20, 68	Dec. 31, 68
	044	4	"	480		580		Apr. 18, 68	Apr. 10, 69
Nurse's Aide	002	2	"	275		314		Jan. 1, 69	Dec. 31, 69
	086	4	"	240		270		Jan. 1, 68	Dec. 31, 68
	109	6	"	266		287		Apr. 9, 68	Apr. 7, 69
	110	8	"	285		300		Jan. 1, 69	Dec. 31, 69
	113	7	"	259		283		Sept. 30, 68	Feb. 28, 69
	"	"	"	276		300		Mar. 1, 69	Feb. 28, 70
	190	5	"	251		278		Nov. 28, 67	Nov. 28, 69
	206	6	"	278		308		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	122	264	136	295	May 8, 68	May 6, 69
	043	2	Mthly.	284		291		June 15, 68	Jan. 14, 69
	181	4	Wkly.	68	295	75	325	June 7, 68	Nov. 1, 68
	128	4	Mthly	245		265		May 1, 68	Feb. 28, 69
	"	"	"	270		300		Mar. 1, 69	Dec. 31, 69
	001	3	"	245		287		Apr. 1, 68	Mar. 31, 69
	"	"	"	268		308		Apr. 1, 69	Mar. 31, 70
	021	1	"	280		300		Apr. 1, 68	Apr. 1, 70
Registered Nurse	070	7	"	435		518		Jan. 1, 68	Dec. 31, 68
	201	5	"	445		545		Mar. 20, 68	Dec. 31, 68
	044	4	"	445		545		Apr. 18, 68	Apr. 10, 69
Registered Nursing Assistant	070	7	"	320		380		Jan. 1, 68	Dec. 31, 68
	073	3	"	325		370		July 3, 68	Jan. 2, 69
	081	6	"	325		367		July 1, 68	June 30, 69
	086	4	"	295		325		Jan. 1, 68	Dec. 31, 68
	182	8	"	305		341		May 1, 68	Dec. 31, 68
	190	5	"	325		366		Nov. 28, 67	Nov. 28, 69
	193	4	"	344		392		Jan. 1, 69	Dec. 31, 69
	206	6	"	345		390		Jan. 4, 69	Dec. 31, 69
	052	6	Biwkly.	151	327	168	364	May 8, 68	May 6, 69
	059	4	Mthly.	287		310		Apr. 1, 68	Dec. 31, 68
	043	2	"	318		327		June 15, 68	Jan. 14, 69
	181	4	Wkly.	76	329	83	360	June 7, 68	Nov. 1, 68
	128	4	Mthly	350		380		May 1, 68	Feb. 28, 69

TABLE 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd)	128	4	Mthly.	355		395		Mar. 1, 69	Dec. 31, 69
	001	3	"	320		360		Apr. 1, 68	Mar. 31, 69
	"	"	"	340		380		Apr. 1, 69	Mar. 31, 70
	021	1	"	330		350		Apr. 1, 68	Apr. 1, 70
Teacher	044	4	"	525		625		Apr. 18, 68	Apr. 10, 69

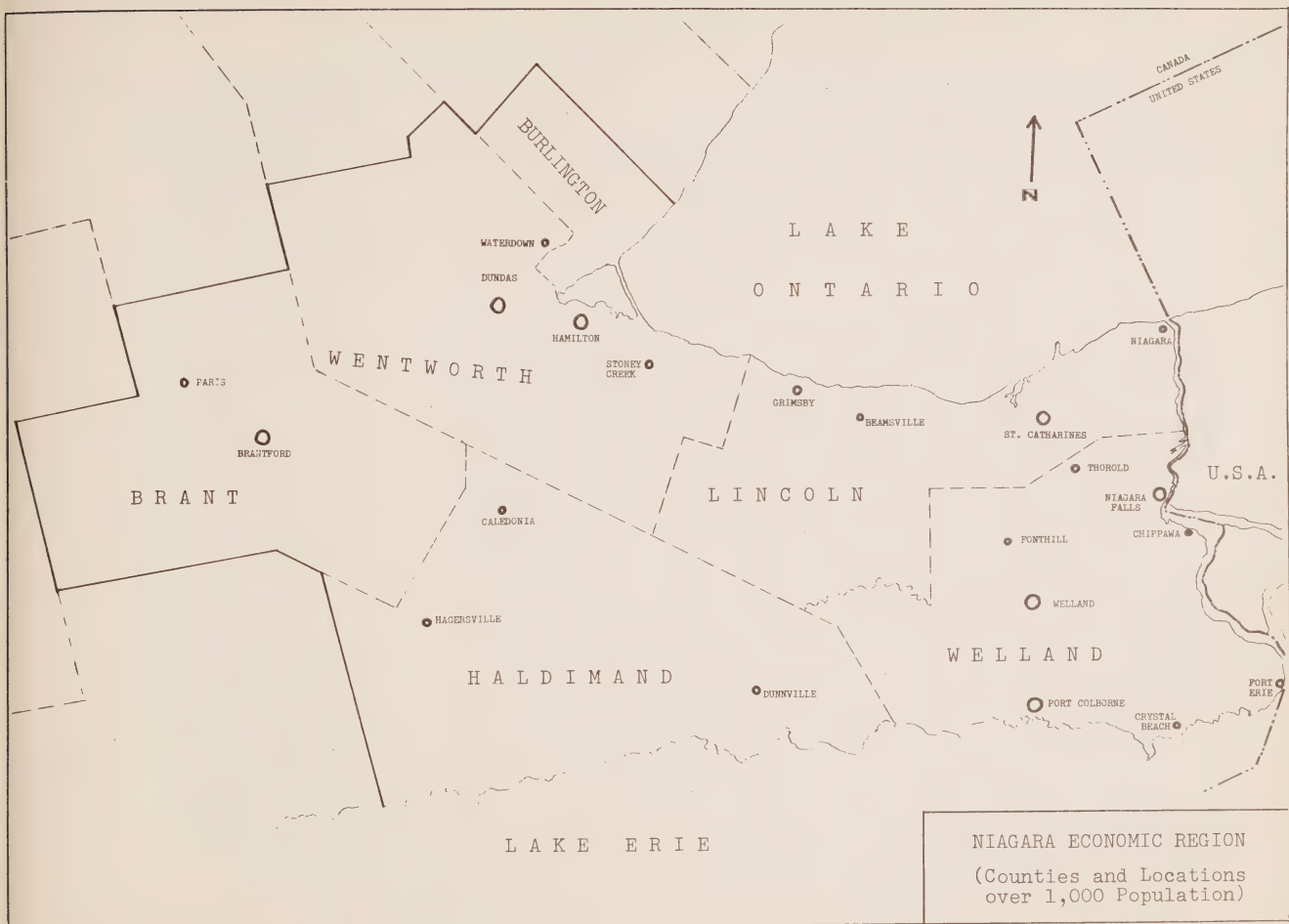


Table 4

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	032	8	Wkly.	66	286	70	303	Jan. 27, 68	Nov. 1, 68
Clerk II	032	8	"	72	312	76	329	Jan. 27, 68	Nov. 1, 68
Clerk III	032	8	"	76	329	80	347	Jan. 27, 68	Nov. 1, 68
Clerk IV	032	8	"	79	342	83	360	Jan. 27, 68	Nov. 1, 68
Clerk VI	032	8	"	82	355	90	390	Jan. 27, 68	Nov. 1, 68
Clerk VII	032	8	"	91	394	99	429	Jan. 27, 68	Nov. 1, 68
Clerk-Typist II	032	8	"	66	286	70	303	Jan. 27, 68	Nov. 1, 68
Clerk-Typist III	032	8	"	72	312	76	329	Jan. 27, 68	Nov. 1, 68
Clerk-Typist IV	032	8	"	76	329	80	347	Jan. 27, 68	Nov. 1, 68
Stenographer I	032	8	"	66	286	70	303	Jan. 27, 68	Nov. 1, 68
Stenographer II	032	8	"	72	312	76	329	Jan. 27, 68	Nov. 1, 68
Stenographer III	032	8	"	76	329	80	347	Jan. 27, 68	Nov. 1, 68
Telephone Operator	032	8	"	77	334	81	351	Jan. 27, 68	Nov. 1, 68
<u>Dietary</u>									
Cook	032	8	"	85	368	89	386	Jan. 27, 68	Nov. 30, 68
	090	7	"	93	403	97	420	Dec. 1, 68	Nov. 30, 69
	101	3	"	77	334	83	360	Mar. 22, 68	Oct. 15, 68
	149	5	"	82	355	86	373	Nov. 1, 66	Oct. 31, 68

TABLE 4 (CONT'D.) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrrt. Rate	Mthly Equi.	Agrrt. Rate	Mthly Equi.	From	To	
Cook (cont'd.)	036	4	Mthly.	416		442		Dec. 2, 68	June 29, 69	
	"	"	"	433		464		June 30, 69	Jan. 25, 70	
	"	"	"	459		490		Jan. 26, 70	Aug. 31, 70	
	088	3	"	370		400		Jan. 1, 68	Dec. 31, 68	
	143	6	"	365		395		Mar. 1, 68	Dec. 31, 68	
	117	5	"	252		275		Dec. 1, 67	Nov. 30, 68	
	200	2	"	242		262		Feb. 1, 68	Jan. 31, 69	
Dishwasher	032	8	Wkly.	77	334	81	351	Jan. 27, 68	Nov. 1, 68	
	090	7	"	80	347	85	368	Dec. 1, 68	Nov. 30, 69	
	101	3	"	79	342	85	368	Mar. 22, 68	Oct. 13, 68	
	149	5	"	69	299	73	316	Nov. 1, 66	Oct. 31, 68	
	036	4	Mthly	321		338		Dec. 2, 68	June 29, 69	
	"	"	"	334		355		June 30, 69	Jan. 25, 70	
	"	"	"	347		373		Jan. 26, 70	Aug. 31, 70	
	085	5	"	322		340		July 1, 68	Dec. 31, 68	
	028	5	"	250		270		July 1, 68	Dec. 31, 68	
	117	5	"	315		340		Dec. 1, 67	Nov. 30, 68	
	200	2	"	264		284		Feb. 1, 68	Jan. 31, 69	
	Kitchen Helper (Female)	032	8	Wkly.	64	277	68	295	Jan. 27, 68	Nov. 30, 68
090		7	"	65	282	69	299	Dec. 1, 68	Nov. 30, 69	
101		3	"	65	282	71	308	Mar. 22, 68	Oct. 13, 68	
149		5	"	60	260	64	277	Nov. 1, 66	Oct. 31, 68	
036		4	Mthly.	251		273		Dec. 2, 68	June 29, 69	
"		"	"	264		286		June 30, 69	Jan. 25, 70	
"		"	"	282		299		Jan. 26, 70	Aug. 31, 70	
085		5	"	251		275		July 1, 68	Dec. 31, 68	
088		3	"	241		261		Jan. 1, 68	Dec. 31, 68	
143		6	"	226		246		June 1, 68	Dec. 31, 68	
028		5	"	250		270		July 1, 68	Dec. 31, 68	
117		5	"	232		260		Dec. 1, 67	Nov. 30, 68	
<u>Housekeeping</u>										
Laundry Helper (Female)		032	8	Wkly.	64	277	68	295	Jan. 27, 68	Nov. 30, 68
	090	-	"	65	282	69	299	Dec. 1, 68	Nov. 30, 69	

TABLE 4 (CONT'D.) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.		
Laundry Helper (Female) (cont'd.)	101	3	Wkly.	67	290	73	316	Mar. 22, 68	Oct. 13, 68
	149	5	"	56	243	60	260	Nov. 1, 66	Oct. 31, 68
	036	4	Mthly.	251		273		Dec. 2, 68	June 29, 69
	"	"	"	264		286		June 30, 69	Jan. 25, 70
	"	"	"	282		299		Jan. 26, 70	Aug. 31, 70
	085	5	"	244		262		July 1, 68	Dec. 31, 68
	088	3	"	241		261		Jan. 1, 68	Dec. 31, 68
	143	6	"	226		246		June 1, 68	Dec. 31, 68
	117	5	"	232		260		Dec. 1, 67	Nov. 30, 68
Maid	032	8	Wkly.	62	269	66	286	Jan. 27, 68	Nov. 1, 68
	090	7	"	65	282	69	299	Dec. 1, 68	Nov. 30, 69
	101	3	"	65	282	71	308	Mar. 22, 68	Oct. 13, 68
	149	5	"	56	243	60	260	Nov. 1, 66	Oct. 31, 68
	036	4	Mthly.	251		273		Dec. 2, 68	June 29, 69
	"	"	"	264		286		June 30, 69	Jan. 25, 70
	"	"	"	282		299		Jan. 26, 70	Aug. 31, 70
	085	5	"	242		260		July 1, 68	Dec. 31, 68
	143	6	"	226		246		June 1, 68	Dec. 31, 68
	028	5	"	245		263		July 1, 68	Dec. 31, 68
	117	5	"	232		260		Dec. 1, 67	Nov. 30, 68
	032	8	Wkly.	79	342	83	360	Jan. 27, 68	Nov. 30, 68
	090	7	"	83	360	87	377	Dec. 1, 68	Nov. 30, 69
	101	3	"	79	342	85	368	Mar. 22, 68	Oct. 13, 68
	149	5	"	74	321	78	338	Nov. 1, 66	Oct. 31, 68
Orderly, Trained	036	4	Mthly.	370		400		Dec. 2, 68	June 29, 69
	"	"	"	388		418		June 30, 69	Jan. 25, 70
	"	"	"	411		441		Jan. 26, 70	Aug. 31, 70
	085	5	"	374		392		July 1, 68	Dec. 31, 68
	088	3	"	345		375		Jan. 1, 68	Dec. 31, 68
	143	6	"	330		360		Mar. 31, 68	Dec. 31, 68
	028	5	"	375		400		July 1, 68	Dec. 31, 68
	117	5	"	335		360		Dec. 1, 67	Nov. 30, 68
	200	2	"	308		328		Feb. 1, 68	Jan. 31, 69
	032	8	Wkly.	75	325	79	342	Jan. 27, 68	Nov. 1, 68
Porter-Cleaner	032	8	Wkly.	75	325	79	342	Jan. 27, 68	Nov. 1, 68

TABLE 4 (CONT'D.) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Porter-Cleaner (cont'd.)	090	7	Wkly.	79	342	83	360	Dec. 1, 68	Nov. 30, 69	
	101	3	"	77	334	83	360	Mar. 22, 68	Oct. 13, 68	
	149	5	"	69	299	73	316	Nov. 1, 66	Oct. 31, 68	
	036	4	Mthly.	319		339		Dec. 2, 68	June 29, 69	
	"	"	"	334		354		June 30, 69	Jan. 25, 70	
	"	"	"	354		374		Jan. 26, 70	Aug. 31, 70	
	085	5	"	322		340		July 1, 68	Dec. 31, 68	
	088	3	"	327		347		Jan. 1, 68	Dec. 31, 68	
	143	6	"	327		347		Mar. 1, 68	Dec. 31, 68	
	028	5	"	322		347		July 1, 68	Dec. 31, 68	
	117	5	"	315		340		Dec. 1, 67	Nov. 30, 68	
	200	2	"	264		284		Feb. 1, 68	Jan. 31, 69	
	Seamstress	032	8	Wkly.	68	293	72	312	Jan. 27, 68	Nov. 30, 68
		090	7	"	69	299	74	321	Dec. 1, 68	Nov. 30, 69
		101	3	"	71	308	77	334	Mar. 22, 68	Oct. 13, 68
149		5	"	62	269	66	286	Nov. 1, 66	Oct. 31, 68	
036		4	Mthly.	274		294		Dec. 2, 68	June 29, 69	
"		"	"	287		307		June 30, 69	Jan. 25, 70	
"		"	"	305		325		Jan. 26, 70	Aug. 31, 70	
085		5	"	247		265		July 1, 68	Dec. 31, 68	
088		3	"	262		282		Jan. 1, 68	Dec. 31, 68	
143		6	"	238		258		June 1, 68	Dec. 31, 68	
028		5	"	264		285		July 1, 68	Dec. 31, 68	
117		5	"	235		263		Dec. 1, 67	Nov. 30, 68	
Storeman		032	8	Wkly.	77	334	89	386	Jan. 27, 68	Nov. 1, 68
		090	7	"	80	347	83	368	Dec. 1, 68	Nov. 30, 69
		149	5	"	75	325	79	342	Nov. 1, 66	Oct. 31, 68
	036	4	Mthly.	436		466		Dec. 2, 68	June 29, 69	
	"	"	"	457		487		June 30, 69	Jan. 25, 70	
	"	"	"	485		515		Jan. 26, 70	Aug. 31, 70	
	085	5	"	407		425		July 1, 68	Dec. 31, 68	
	088	3	"	335		365		Jan. 1, 68	Dec. 31, 68	
	143	6	"	330		360		Mar. 1, 68	Dec. 31, 68	
	028	5	"	345		370		July 1, 68	Dec. 31, 68	

TABLE 4 (CONT'D.) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Washman	032	8	Wkly.	85	368	89	386	Jan. 27, 68	Nov. 30, 68
	090	7	"	89	386	94	407	Dec. 1, 68	Nov. 30, 69
	101	3	"	84	364	90	390	Mar. 22, 68	Oct. 13, 68
	149	5	"	78	338	82	355	Nov. 1, 66	Oct. 31, 68
	036	4	Mthly.	347		377		Dec. 2, 68	June 29, 69
	"	"	"	364		399		Jan. 25, 70	
	"	"	"	387		417		Jan. 26, 70	Aug. 31, 70
	085	5	"	369		380		July 1, 68	Dec. 31, 68
	088	3	"	350		380		Jan. 1, 68	Dec. 31, 68
	143	6	"	342		372		Mar. 1, 68	Dec. 31, 68
	028	5	"	315		340		July 1, 68	Dec. 31, 68
	117	5	"	329		354		Dec. 1, 67	Nov. 30, 68
<u>Maintenance and Engineering</u>									
Carpenter	032	8	Wkly.	112	485	122	527	Jan. 27, 68	Nov. 1, 68
	090	7	Hrly.	3.05	529	3.16	548	Dec. 1, 68	Nov. 30, 69
	149	5	Wkly.	94	407	98	425	Nov. 1, 66	Oct. 31, 68
	088	3	Mthly.	415		445		Jan. 1, 68	Dec. 31, 68
	117	5	"	370		420		Dec. 1, 67	Nov. 30, 68
Electrician	090	7	Hrly.	3.18	551	3.29	570	Dec. 1, 68	Nov. 30, 69
	149	5	Wkly.	108	468	112	485	Nov. 1, 66	Oct. 31, 68
	088	3	Mthly.	415		445		Jan. 1, 68	Dec. 31, 68
	117	5	"	462		492		Dec. 1, 67	Nov. 30, 68
Groundsman	149	5	Wkly.	68	295	72	312	Nov. 1, 66	Oct. 31, 68
	036	4	Mthly.	319		339		Dec. 2, 68	June 29, 69
	"	"	"	334		354		Jan. 25, 69	
	"	"	"	354		374		Jan. 26, 70	Aug. 31, 70
	117	5	"	329		354		Dec. 1, 67	Nov. 30, 68
Handyman	032	8	Wkly.	88	381	92	399	Jan. 27, 68	Nov. 1, 68
	101	3	"	89	386	95	412	Mar. 22, 68	Oct. 13, 68
	036	4	Mthly.	392		422		Dec. 2, 68	June 29, 69
	"	"	"	411		441		June 30, 69	Jan. 25, 70

TABLE 4 (CONT'D.) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrrt. Rate	Mthly Equi.	Agrrt. Rate	Mthly Equi.	From	To
Handyman (cont'd.)	036	4	Mthly.	436		466		Jan. 26, 70	Aug. 31, 70
	088	3	"	327		347		Jan. 1, 68	Dec. 31, 68
	143	6	"	360		390		Mar. 1, 68	Dec. 31, 68
	028	5	"	345		370		July 2, 68	Dec. 31, 68
	200	2	"	286		306		Feb. 1, 68	Jan. 31, 69
Labourer	036	4	"	319		339		Dec. 2, 68	June 29, 69
	"	"	"	334		354		June 30, 69	Jan. 25, 70
	"	"	"	354		374		Jan. 26, 70	Aug. 31, 70
	085	5	"	322		340		July 1, 68	Dec. 31, 68
	028	5	"	322		347		July 1, 68	Dec. 31, 68
Maintenance Man	036	4	"	481		511		Dec. 2, 68	June 29, 69
	"	"	"	504		534		June 30, 69	Jan. 25, 70
	"	"	"	534		564		Jan. 26, 70	Aug. 31, 70
	143	6	"	399		429		Mar. 1, 68	Dec. 31, 68
	028	5	"	435		465		July 1, 68	Dec. 31, 68
Painter	032	8	Wkly.	100	433	106	459	Jan. 27, 68	Nov. 1, 68
	090	7	Hrly.	2.66	461	2.77	480	Dec. 1, 68	Nov. 30, 69
	149	5	Wkly.	92	399	96	416	Nov. 1, 66	Oct. 31, 68
	143	6	Mthly.	365		395		Mar. 1, 68	Dec. 31, 68
Plumber	009	8	Hrly.	-		3.18	551	Mar. 15, 68	Dec. 14, 68
	090	7	"	3.23	560	3.34	579	Dec. 1, 68	Nov. 30, 69
	210	6	Mthly.	-		550		Dec. 1, 68	Nov. 30, 69
	117	5	"	462		492		Dec. 1, 67	Nov. 30, 68
Stationary Engineer 2	009	8	Hrly.	-		3.23	560	Mar. 15, 68	Dec. 14, 68
	090	7	"	3.40	589	3.50	608	Dec. 1, 68	Nov. 30, 69
	149	5	Wkly.	-		127	550	Nov. 1, 66	Oct. 31, 68
	210	6	Mthly.	-		620		Dec. 1, 68	Nov. 30, 69
Stationary Engineer 3	009	8	Hrly.	-		3.00	520	Mar. 15, 68	Dec. 14, 68
	090	7	"	2.99	518	3.10	537	Dec. 1, 68	Nov. 30, 69
	108	3	"	-		3.20	554	Mar. 23, 68	Mar. 22, 69

TABLE 4 (CONT'D.) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd.)	010	5	Mthly.	-		550		Sept. 1, 68	Apr. 30, 69
	"	"	"	-		570		May 1, 69	Dec. 31, 69
	011	4	"	-		550		Sept. 1, 68	Apr. 30, 69
	"	"	"	-		570		May 1, 69	Dec. 31, 69
	087	3	"	-		520		Nov. 2, 68	May 1, 69
	"	"	"	-		540		May 2, 69	Nov. 1, 69
	"	"	"	-		570		Nov. 2, 69	Nov. 2, 70
	155	1	"	-		381		July 1, 67	June 28, 68
	210	6	"	-		550		Dec. 1, 68	Nov. 30, 69
	118	5	"	-		520		Jan. 21, 68	Jan. 20, 69
Stationary Engineer 4	090	7	Hrly.	2.65	459	2.75	478	Dec. 1, 68	Nov. 30, 69
	149	5	Wkly.	92	399	96	416	Nov. 1, 66	Oct. 31, 68
	011	4	Mthly.	-		490		Sept. 1, 68	Apr. 30, 69
	"	"	"	-		510		May 1, 69	Dec. 31, 69
	118	5	"	-		435		Jan. 21, 68	Jan. 20, 69
	017	2	"	-		425		Mar. 4, 68	Mar. 3, 69
Stationary Engineer's Helper	149	5	Wkly.	72	312	76	329	Nov. 1, 66	Oct. 31, 68
<u>Nursing</u>									
Graduate Nurse	196	5	Mthly.	410		500		Dec. 18, 67	Dec. 17, 68
	197	8	"	410		500		Dec. 23, 67	Dec. 22, 68
Head Nurse II	196	5	"	480		580		Dec. 18, 67	Dec. 17, 68
	197	8	"	480		580		Dec. 23, 67	Dec. 22, 68
Nurse's Aide	032	8	Wkly.	66	286	70	303	Jan. 27, 68	Nov. 1, 68
	090	7	"	79	342	83	360	Dec. 1, 68	Nov. 30, 69
	101	3	"	69	299	75	325	Mar. 22, 68	Oct. 13, 68
	149	5	"	62	269	66	286	Nov. 1, 66	Oct. 31, 68
	088	3	Mthly.	250		274		Jan. 1, 68	Dec. 31, 68
	143	6	"	248		268		June 1, 68	Dec. 31, 68
	028	5	"	255		275		July 1, 68	Dec. 31, 68
	117	5	"	252		273		Dec. 1, 67	Nov. 30, 68
	200	2	"	220		240		Feb. 1, 68	Jan. 31, 69

TABLE 4 (CONT'D.) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nurse	196	5	Mthly.	445		535		Dec. 18, 67	Dec. 17, 68
	197	8	"	445		535		Dec. 23, 67	Dec. 22, 68
Registered Nursing Assistant	032	8	Wkly.	77	334	81	351	Jan. 27, 68	Nov. 1, 68
	090	7	"	80	347	85	368	Dec. 1, 68	Nov. 30, 69
	101	3	"	79	342	85	368	Mar. 22, 68	Oct. 13, 68
	149	5	"	72	312	76	329	Nov. 1, 66	Oct. 31, 68
	036	4	Mthly.	359		389		Dec. 2, 68	June 29, 69
	"	"	"	376		406		June 30, 69	Jan. 25, 70
	"	"	"	399		429		Jan. 26, 70	Aug. 31, 70
	088	3	"	300		330		Jan. 1, 68	Dec. 31, 68
	143	6	"	291		311		June 1, 68	Dec. 31, 68
	028	5	"	325		350		July 1, 68	Dec. 31, 68
	117	5	"	307		330		Dec. 1, 67	Nov. 30, 68
	200	2	"	286		312		Feb. 1, 68	Jan. 31, 69



LAKE ERIE

LAKE ERIE ECONOMIC REGION

(Counties and Locations
over 1,000 Population)

Table 5

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Dietary</u>									
Cook	124	3	Mthly.	325		375		Mar. 22, 68	Mar. 21, 69
	135	4	"	384		422		Jan. 1, 69	Dec. 31, 69
	139	8	"	435		466		Oct. 13, 68	June 30, 69
	"	"	"	452		485		July 1, 69	Dec. 31, 69
	"	"	"	470		504		Jan. 1, 70	June 30, 70
	"	"	"	484		519		July 1, 70	Dec. 31, 70
	126	4	Hrly.	2.17	376	2.23	387	Mar. 1, 68	Mar. 1, 69
	183	4	Mthly.	241		297		Dec. 1, 67	Nov. 30, 68
Dishwasher	135	4	"	340		355		Jan. 1, 69	Dec. 31, 69
	144	5	Hrly.	2.95	511	3.14	544	Mar. 25, 68	Mar. 24, 69
Kitchen Helper (Female)	124	3	Mthly.	265		305		Mar. 22, 68	Mar. 21, 69
	139	8	"	282		297		Oct. 13, 68	June 30, 69
	"	"	"	292		307		July 1, 69	Dec. 31, 69
	"	"	"	307		322		Jan. 1, 70	June 30, 70
	"	"	"	326		341		July 1, 70	Dec. 31, 70
	144	5	Hrly.	1.50	260	1.59	276	Mar. 25, 68	Mar. 24, 69
	126	4	"	1.43	248	1.48	257	Mar. 1, 68	Nov. 11, 69
	Maid	124	3	Mthly.	265		305		Mar. 22, 68
135		4	"	304		320		Jan. 1, 69	Dec. 31, 69
139		8	"	282		297		Oct. 13, 68	June 30, 69
"		"	"	292		307		July 1, 69	Dec. 31, 69
"		"	"	307		322		Jan. 1, 70	June 30, 70
"		"	"	326		341		July 1, 70	Dec. 31, 70
144		5	Hrly.	1.50	260	1.59	276	Mar. 25, 68	Mar. 24, 69
126		4	"	1.43	248	1.48	257	Mar. 1, 68	Mar. 1, 69
Orderly, Trained	124	3	Mthly.	340		385		Mar. 22, 68	Mar. 21, 69
	135	4	"	243		360		Jan. 1, 69	Dec. 31, 69
	139	8	"	374		394		Oct. 13, 68	June 30, 69
	"	"	"	389		409		July 1, 69	Dec. 31, 69
	"	"	"	404		424		Jan. 1, 70	June 30, 70
	"	"	"	421		444		July 1, 70	Dec. 31, 70

TABLE 5 (CONT'D.) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrrt. Rate	Mthly Equi.	Agrrt. Rate	Mthly Equi.	From	To	
Orderly, Trained (cont'd.)	144	5	Hrly.	1.99	345	2.16	374	Mar. 25, 68	Mar. 24, 69	
	126	4	"	1.95	338	2.06	357	Mar. 1, 68	Mar. 1, 69	
	183	4	Mthly.	321		377		Dec. 1, 67	Nov. 30, 68	
Porter-Cleaner	124	3	"	310		355		Mar. 22, 68	Mar. 21, 69	
	135	4	"	340		355		Jan. 1, 69	Dec. 31, 69	
	139	8	"	346		365		Oct. 13, 68	June 30, 69	
	"	"	"	361		380		July 1, 69	Dec. 31, 69	
	"	"	"	377		396		Jan. 1, 70	June 30, 70	
	"	"	"	395		414		July 1, 70	Dec. 31, 70	
	126	4	Hrly.	1.93	335	1.99	345	Mar. 1, 68	Mar. 1, 69	
	183	4	Mthly.	282		339		Dec. 1, 67	Nov. 30, 68	
	Seamstress	124	3	"	270		315		Mar. 22, 68	Mar. 21, 69
		135	4	"	304		320		Jan. 1, 69	Dec. 31, 69
139		8	"	282		297		Oct. 13, 68	June 30, 69	
"		"	"	292		307		July 1, 69	Dec. 31, 69	
"		"	"	307		322		Jan. 1, 70	June 30, 70	
"		"	"	326		341		July 1, 70	Dec. 31, 70	
144		5	Hrly.	1.50	260	1.59	276	Mar. 25, 68	Mar. 24, 69	
183		4	Mthly.	232		289		Dec. 1, 67	Nov. 30, 68	
Storeman		124	3	"	335		380		Mar. 22, 68	Mar. 21, 69
		135	4	"	340		360		Jan. 1, 69	Dec. 31, 69
	139	8	"	384		403		Oct. 13, 68	June 30, 69	
	"	"	"	399		418		July 1, 69	Dec. 31, 69	
	"	"	"	405		424		Jan. 1, 70	June 30, 70	
	"	"	"	433		452		July 1, 70	Dec. 31, 70	
	144	5	Hrly.	1.72	298	1.99	345	Mar. 25, 68	Mar. 24, 69	
	126	4	"	1.94	336	1.99	345	Mar. 1, 68	Mar. 1, 69	
	Washman	124	3	Mthly.	335		380		Mar. 22, 68	Mar. 21, 69
		139	8	"	354		373		Oct. 13, 68	June 30, 69
"		"	"	369		388		July 1, 69	Dec. 31, 69	
"		"	"	385		404		Jan. 1, 70	June 30, 70	
"		"	"	403		422		July 1, 70	Dec. 31, 70	
144		5	Hrly.	1.99	345	2.10	364	Mar. 25, 68	Mar. 24, 69	
126		4	"	1.99	345	2.06	357	Mar. 1, 68	Mar. 1, 69	

TABLE 5 (CONT'D.) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Washman (cont'd.)	183	4	Mthly.	282		339		Dec. 1, 67	Nov. 30, 68
<u>Maintenance and Engineering</u>									
Carpenter	135	4	"	378		411		Jan. 1, 69	Dec. 31, 69
	139	8	"	465		528		Oct. 13, 68	June 30, 69
	"	"	"	479		544		July 1, 69	Dec. 31, 69
	"	"	"	493		560		Jan. 1, 70	June 30, 70
	"	"	"	508		577		July 1, 70	Dec. 31, 70
	183	4	"	321		377		Dec. 1, 67	Nov. 30, 68
Electrician	139	8	Mthly.	513		573		Oct. 13, 68	June 30, 69
	"	"	"	535		595		July 1, 69	Dec. 31, 69
	"	"	"	567		627		Jan. 1, 70	June 30, 70
	"	"	"	600		660		July 1, 70	Dec. 31, 70
	144	5	Hrly.	2.86	496	2.97	515	Mar. 25, 68	Mar. 24, 69
	183	4	Mthly.	445		501		Dec. 1, 67	Nov. 30, 68
Groundsman	144	5	Hrly.	2.18	378	2.29	397	Mar. 25, 68	Mar. 24, 69
Maintenance Man	124	3	Mthly.	420		450		Mar. 22, 68	Mar. 21, 69
	135	4	"	357		394		Jan. 1, 69	Dec. 31, 69
	144	5	Hrly.	2.44	423	2.55	442	Mar. 25, 68	Mar. 24, 69
	126	4	"	2.62	454	2.68	465	Mar. 1, 68	Mar. 1, 69
Painter	139	8	Mthly.	395		458		Oct. 13, 68	June 30, 69
	"	"	"	407		472		July 1, 69	Dec. 31, 69
	"	"	"	419		486		Jan. 1, 70	June 30, 70
	"	"	"	432		501		July 1, 70	Dec. 31, 70
Plumber	139	8	"	564		627		Oct. 13, 68	June 30, 69
	"	"	"	581		646		July 1, 69	Dec. 31, 69
	"	"	"	598		665		Jan. 1, 70	June 30, 70
	"	"	"	616		685		July 1, 70	Dec. 31, 70
	144	5	Hrly.	2.86	496	2.97	515	Mar. 25, 68	Mar. 24, 69
Stationary Engineer 2	139	8	Mthly.	-		630		Oct. 13, 68	June 30, 69
	"	"	"	-		649		July 1, 69	Dec. 31, 69

TABLE 5 (CONT'D.) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 2 (cont'd.)	139	8	Mthly.	-		668		Jan. 1, 70	June 30, 70
	"	"	"	-		688		July 1, 70	Dec. 31, 70
Stationary Engineer 3	124	3	"	490		520		Mar. 22, 68	Mar. 21, 69
	139	8	"	-		558		Oct. 13, 68	June 30, 69
	"	"	"	-		575		July 1, 69	Dec. 31, 69
	"	"	"	-		592		Jan. 1, 70	June 30, 70
	"	"	"	-		610		July 1, 70	Dec. 31, 70
	144	5	Hrly.	2.94	510	3.05	529	Mar. 25, 68	Mar. 24, 69
	127	4	Mthly.	-		433		Jan. 1, 67	Dec. 31, 67
	183	4	"	492		508		Dec. 1, 67	Nov. 30, 68
Stationary Engineer 4	124	3	"	420		450		Mar. 22, 68	Mar. 21, 69
	139	8	"	-		457		Oct. 13, 68	June 30, 69
	"	"	"	-		475		July 1, 69	Dec. 31, 69
	"	"	"	-		494		Jan. 1, 70	June 30, 70
	"	"	"	-		509		July 1, 70	Dec. 31, 70
	144	5	Hrly.	2.71	470	2.83	491	Mar. 25, 68	Mar. 24, 69
	183	4	Mthly.	328		385		Dec. 1, 67	Nov. 30, 68
	003	2	"	-		373		Jan. 1, 67	Dec. 31, 67
Stationary Engineer's Helper	139	8	"	382		424		Oct. 13, 68	June 30, 69
	"	"	"	397		441		July 1, 69	Dec. 31, 69
	"	"	"	413		459		Jan. 1, 70	June 30, 70
	"	"	"	426		473		July 1, 70	Dec. 31, 70
	003	2	"	285		300		Jan. 1, 67	Dec. 31, 67
<u>Nursing</u>									
Nurse's Aide	124	3	"	290		335		Mar. 22, 68	Mar. 21, 69
	135	4	"	307		332		Jan. 1, 69	Dec. 31, 69
	139	8	"	309		325		Oct. 13, 68	June 30, 69
	"	"	"	319		335		July 1, 69	Dec. 31, 69
	"	"	"	330		345		Jan. 1, 70	June 30, 70
	"	"	"	345		360		July 1, 70	Dec. 31, 70
	126	4	Hrly.	1.48	257	2.01	348	Mar. 1, 68	Mar. 1, 69
	183	4	Mthly.	207		263		Dec. 1, 67	Nov. 30, 68

TABLE 5 (CONT'D.) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Aggt. Rate	Mthly Equiv.	Aggt. Rate	Mthly Equiv.	From	To
Registered Nursing Assistant	124	3	Mthly.	325		370		Mar. 22, 68	Mar. 21, 69
	144	5	Hrly.	1.81	314	1.94	336	Mar. 25, 68	Mar. 24, 69
	126	4	"	1.90	329	1.96	340	Mar. 1, 68	Mar. 1, 69
	183	4	Mthly.	263		322		Dec. 1, 67	Nov. 30, 68



LAKE ST. CLAIR ECONOMIC REGION
(Counties and Locations
over 1,000 Population)

Table 6

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	080	5	Biwkly.	116	251	141	306	June 1, 68	June 1, 69
Clerk II	080	5	"	122	264	148	321	June 1, 68	June 1, 69
Clerk III	080	5	"	128	277	155	336	June 1, 68	June 1, 69
Clerk IV	080	5	"	134	290	168	364	June 1, 68	June 1, 69
Clerk V	080	5	"	141	306	170	368	June 1, 68	June 1, 69
Clerk VI	080	5	"	148	321	178	386	June 1, 68	June 1, 69
Clerk-Typist I	080	5	"	116	251	141	306	June 1, 68	June 1, 69
Clerk-Typist II	080	5	"	122	264	148	321	June 1, 68	June 1, 69
Clerk-Typist III	080	5	"	128	277	155	336	June 1, 68	June 1, 69
Receptionist I	080	5	"	116	251	141	306	June 1, 68	June 1, 69
Receptionist II	080	5	"	122	264	148	321	June 1, 68	June 1, 69
Stenographer I	080	5	"	128	277	155	336	June 1, 68	June 1, 69
Telephone Operator	080	5	"	128	277	163	353	June 1, 68	June 1, 69
<u>Dietary</u>									
Cook	016	5	Mthly.	396		440		June 1, 68	May 31, 69
	019	4	"	338		381		Jan. 1, 69	May 31, 69
	042	5	"	356		399		June 1, 68	May 31, 69
	074	5	"	332		385		June 1, 68	May 31, 69
	125	4	"	396		440		May 1, 68	Apr. 30, 69

TABLE 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Cook (cont'd.)	079	5	Hrly.	1.72	298	2.01	348	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	356		428		Jan. 1, 68	Dec. 31, 68
	184	3	"	288		360		Oct. 1, 68	Sept. 30, 69
Dishwasher	074	5	"	242		286		June 1, 68	May 31, 69
	173	4	"	268		320		Jan. 1, 68	Dec. 31, 68
Kitchen Helper (Female)	016	5	"	239		288		June 1, 68	May 31, 69
	019	4	"	250		292		Jan. 1, 69	May 31, 69
	042	5	"	246		287		June 1, 68	May 31, 69
	074	5	"	275		315		June 1, 68	May 31, 69
	125	4	"	237		286		May 1, 68	Apr. 30, 69
	079	5	Hrly.	1.30	225	1.60	277	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	218		249		Jan. 1, 68	Dec. 31, 68
	187	3	"	256		271		Jan. 1, 69	Dec. 31, 69
<u>Housekeeping</u>									
Laundry Helper (Female)	016	5	"	248		291		June 1, 68	May 31, 69
	019	4	"	-		296		Jan. 1, 69	May 31, 69
	042	5	"	249		291		June 1, 68	May 31, 69
	074	5	"	251		291		June 1, 68	May 31, 69
	079	5	Hrly.	1.30	225	1.60	277	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	218		249		Jan. 1, 68	Dec. 31, 68
	187	3	"	246		277		Jan. 1, 69	Dec. 31, 69
	184	3	"	247		277		Oct. 1, 68	Sept. 30, 69
Maid	040	3	"	228		239		July 1, 68	June 30, 69
	016	5	"	239		282		June 1, 68	May 31, 69
	019	4	"	250		292		Jan. 1, 69	May 31, 69
	042	5	"	246		287		June 1, 68	May 31, 69
	074	5	"	242		286		June 1, 68	May 31, 69
	125	4	"	253		296		May 1, 68	Apr. 30, 69
	079	5	Hrly.	1.30	225	1.60	277	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	218		249		Jan. 1, 68	Dec. 31, 68
	187	3	"	246		277		Jan. 1, 69	Dec. 31, 69

TABLE 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maid (cont'd.)	184	3	Mthly.	247		277		Oct. 1, 68	Sept.30, 69
	040	3	"	228		239		July 1, 68	June 30, 69
Orderly, Trained	016	5	"	371		440		June 1, 68	May 31, 69
	019	4	"	383		443		Jan. 1, 69	May 31, 69
	042	5	"	377		440		June 1, 68	May 31, 69
	074	5	"	374		440		June 1, 68	May 31, 69
	125	4	"	371		440		May 1, 68	Apr. 30, 69
	207	4	"	420		448		Jan. 1, 68	Apr. 30, 69
	"	"	"	462		493		May 1, 69	Apr. 30, 70
	079	5	Hrly.	1.91	331	2.06	357	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	312		362		Jan. 1, 68	Dec. 31, 68
	187	3	"	348		398		Jan. 1, 69	Dec. 31, 69
	184	3	"	318		358		Oct. 1, 68	Sept.30, 69
	040	3	"	335		352		July 1, 68	June 30, 69
Porter-Cleaner	016	5	"	334		402		June 1, 68	May 31, 69
	019	4	"	352		405		Jan. 1, 69	May 31, 69
	042	5	"	339		402		June 1, 68	May 31, 69
	074	5	"	323		402		June 1, 68	May 31, 69
	125	4	"	317		365		May 1, 68	Apr. 30, 69
	207	4	"	319		375		Jan. 1, 68	Apr. 30, 69
	"	"	"	351		413		May 1, 69	Apr. 30, 70
	079	5	Hrly.	1.84	319	1.99	345	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	268		320		Jan. 1, 68	Dec. 31, 68
	187	3	"	312		352		Jan. 1, 69	Dec. 31, 69
	184	3	"	286		346		Oct. 1, 68	Sept.30, 69
	040	3	"	302		317		July 1, 68	June 30, 69
Seamstress	016	5	"	266		309		June 1, 68	May 31, 69
	019	4	"			314		Jan. 1, 69	May 31, 69
	042	5	"	268		309		June 1, 68	Mar. 31, 69
	079	5	Hrly.	1.30	225	1.60	277	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	230		261		Jan. 1, 68	Dec. 31, 68
	187	3	"	246		277		Jan. 1, 69	Dec. 31, 69
	184	3	"	247		277		Oct. 1, 68	Sept.30, 69

TABLE 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Storeman	019	4	Mthly.	373		424		Jan. 1, 69	May 31, 69
	042	5	"	373		440		June 1, 68	May 31, 69
	074	5	"	360		410		June 1, 68	May 31, 69
	125	4	"	347		405		May 1, 68	Apr. 30, 69
	079	5	Hrly.	1.72	298	2.01	348	Nov. 1, 67	Oct. 31, 68
Washman	016	5	Mthly.	407		440		June 1, 68	May 31, 69
	019	4	"	360		426		Jan. 1, 69	May 31, 69
	042	5	"	382		440		June 1, 68	May 31, 69
	074	5	"	374		440		June 1, 68	May 31, 69
	173	4	"	268		320		Jan. 1, 68	Dec. 31, 68
<u>Maintenance and Engineering</u>									
Carpenter	016	5	"	398		485		June 1, 68	May 31, 69
	074	5	"	411		475		June 1, 68	May 31, 69
	187	3	"	379		411		Jan. 1, 69	Dec. 31, 69
Groundsman	019	4	"	346		405		Jan. 1, 69	May 31, 69
	042	5	"	350		402		June 1, 68	May 31, 69
	074	5	"	323		402		June 1, 68	May 31, 69
	079	5	Hrly.	1.84	319	1.99	345	Nov. 1, 67	Oct. 31, 68
	187	3	Mthly.	368		396		Jan. 1, 69	Dec. 31, 69
Handyman	074	5	"	411		475		June 1, 68	May 31, 69
Maintenance Man	125	4	"	398		480		May 1, 68	Apr. 30, 69
	079	5	Hrly.	2.84	492	2.93	508	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	335		394		Jan. 1, 68	Dec. 31, 68
Painter	016	5	"	370		479		June 1, 68	May 31, 69
	074	5	"	411		475		June 1, 68	May 31, 69
	187	3	"	379		411		Jan. 1, 69	Dec. 31, 69
	184	3	"	345		405		Oct. 1, 68	Sept. 30, 69

TABLE 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3	075	5	Hrly.	-		3.26	565	Apr. 1, 68	Mar. 31, 69
	172	5	"	-		3.26	565	Aug. 1, 67	Mar. 31, 69
	179	5	"	-		3.26	565	Apr. 1, 68	Mar. 31, 69
	180	4	"	-		3.26	565	Apr. 1, 68	Mar. 31, 69
	079	5	"	-		2.93	508	Nov. 1, 67	Oct. 31, 68
	008	4	"	-		3.15	546	June 1, 68	May 31, 69
	012	3	"	-		3.15	546	July 1, 68	June 30, 69
Stationary Engineer 4	075	5	"	-		3.00	520	Apr. 1, 68	Mar. 31, 69
	172	5	"	-		3.00	520	Aug. 1, 67	Mar. 31, 69
	179	5	"	-		3.00	520	Apr. 1, 68	Mar. 31, 69
	180	4	"	-		3.00	520	Apr. 1, 68	Mar. 31, 69
	040	3	Mthly.	370		389		July 1, 68	June 30, 69
Stationary Engineer's Helper	172	5	Hrly.	-		2.51	435	Aug. 1, 67	Mar. 31, 69
<u>Nursing</u>									
Graduate Nurse	033	5	Mthly.	445		550		Jan. 1, 69	Dec. 31, 69
	162	4	"	428		518		June 1, 68	May 31, 69
	"	"	"	458		548		June 1, 69	May 31, 70
	058	3	"	435		525		Jan. 1, 69	Dec. 31, 69
Head Nurse I	162	4	"	541		651		June 1, 68	May 31, 69
	"	"	"	579		689		June 1, 69	May 31, 70
Head Nurse II	162	4	"	496		596		June 1, 68	May 31, 69
	"	"	"	531		631		June 1, 69	May 31, 70
	058	3	"	508		618		Jan. 1, 69	Dec. 31, 69
Nurse's Aide	016	5	"	262		311		June 1, 68	May 31, 69
	019	4	"	265		314		Jan. 1, 69	May 31, 69
	042	5	"	262		311		June 1, 68	May 31, 69
	074	5	"	260		312		June 1, 68	May 31, 69
	125	4	"	272		322		May 1, 68	Apr. 30, 69
	079	5	Hrly.	1.30	225	1.60	277	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	230		261		Jan. 1, 68	Dec. 31, 68
	187	3	"	259		300		Jan. 1, 69	Dec. 31, 69

TABLE 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Nurse's Aide (cont'd.)	184	3	Mthly.	278		308		Oct. 1, 68	Sept.30, 69
	040	3	"	251		264		July 1, 68	June 30, 69
Registered Nurse	033	5	"	480		585		Jan. 1, 69	Dec. 31, 69
	162	4	"	467		567		June 1, 68	May 31, 69
	"	"	"	500		600		June 1, 69	May 31, 70
	058	3	"	470		570		Jan. 1, 69	Dec. 31, 69
Registered Nursing Assistant	016	5	"	295		355		June 1, 68	May 31, 69
	074	5	"	336		370		June 1, 68	May 31, 69
	125	4	"	295		355		May 1, 68	Apr. 30, 69
	207	4	"	336		370		Jan. 1, 68	Apr. 30, 69
	"	"	"	370		407		May 1, 69	Apr. 30, 70
	079	5	Hrly.	1.52	263	1.75	303	Nov. 1, 67	Oct. 31, 68
	173	4	Mthly.	278		312		Jan. 1, 68	Dec. 31, 68
	187	3	"	314		398		Jan. 1, 69	Dec. 31, 69
	184	3	"	308		348		Oct. 1, 68	Sept.30, 69
	040	3	"	293		308		July 1, 68	June 30, 69
Teacher	033	5	"	560		665		Jan. 1, 69	Dec. 31, 69

LAKE HURON



MIDWESTERN ONTARIO ECONOMIC REGION

(Counties and Locations
over 1,000 Population)

Table 7

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Dietary</u>									
Cook	205	5	Mthly.	372		405		May 1, 68	Apr. 30, 69
	027	3	Wkly.	75	325	80	347	July 1, 68	Dec. 31, 68
	175	5	"	89	386	94	407	July 27, 68	July 25, 69
	"	"	"	94	407	98	425	July 26, 69	Dec. 31, 69
	103	4	Mthly.	400		440		Jan. 1, 68	Dec. 31, 68
	106	5	"	236		261		Jan. 1, 67	Dec. 31, 67
	159	2	"	345		375		Jan. 1, 68	Dec. 31, 68
	096	2	"	254		286		Jan. 1, 68	Dec. 31, 68
Dishwasher	205	5	"	322		354		May 1, 68	Apr. 30, 69
	027	3	Wkly.	69	299	74	321	July 1, 68	Dec. 31, 68
	175	5	"	75	325	79	342	July 27, 68	July 25, 69
	"	"	"	79	342	83	360	July 26, 69	Dec. 31, 69
	106	5	Mthly.	271		286		Jan. 1, 67	Dec. 31, 67
Kitchen Helper (Female)	205	5	"	250		283		May 1, 68	Apr. 30, 69
	027	3	Wkly.	61	264	66	286	July 1, 68	Dec. 31, 68
	175	5	"	61	264	66	286	July 27, 68	July 25, 69
	"	"	"	64	277	69	299	July 26, 69	Dec. 31, 69
	103	4	Mthly.	260		285		Jan. 1, 68	Dec. 31, 68
	106	5	"	223		243		Jan. 1, 67	Dec. 31, 67
	159	2	"	215		245		Jan. 1, 68	Dec. 31, 68
	096	2	"	228		249		Jan. 1, 68	Dec. 31, 68
<u>Housekeeping</u>									
Laundry Helper (Female)	205	5	"	244		278		May 1, 68	Apr. 30, 69
	175	5	Wkly.	61	264	66	286	July 27, 68	July 25, 69
	"	"	"	64	277	69	299	July 26, 69	Dec. 31, 69

TABLE 7 (CONT'D.) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Laundry Helper (Female) (cont'd.)	106	5	Mthly.	223		243		Jan. 1, 67	Dec. 1, 67
	159	2	"	210		240		Jan. 1, 68	Dec. 31, 68
	096	2	"	228		249		Jan. 1, 68	Dec. 31, 68
Maid	205	5	"	244		278		May 1, 68	Apr. 30, 69
	027	3	Wkly.	57	247	62	269	July 1, 68	Dec. 31, 68
	175	5	"	61	264	66	286	July 27, 68	July 25, 69
	"	"	"	64	277	69	299	July 26, 69	Dec. 31, 69
	103	4	Mthly.	235		260		Jan. 1, 68	Dec. 31, 68
	106	5	"	223		243		Jan. 1, 67	Dec. 31, 67
	159	2	"	210		240		Jan. 1, 68	Dec. 31, 68
	096	2	"	228		249		Jan. 1, 68	Dec. 31, 68
	205	5	"	333		377		May 1, 68	Apr. 30, 69
Orderly, Trained	027	3	Wkly.	75	325	79	342	July 1, 68	Dec. 31, 68
	175	5	"	84	364	88	381	July 27, 68	July 25, 69
	"	"	"	88	381	93	403	July 26, 69	Dec. 31, 69
	103	4	Mthly.	335		370		Jan. 1, 68	Dec. 31, 68
	106	5	"	288		308		Jan. 1, 67	Dec. 31, 67
	159	2	"	275		305		Jan. 1, 68	Dec. 31, 68
	096	2	"	318		355		Jan. 1, 68	Dec. 31, 68
	205	5	"	300		333		May 1, 68	Apr. 30, 69
	027	3	Wkly.	69	299	74	321	July 1, 68	Dec. 31, 68
Porter-Cleaner	175	5	"	75	325	79	342	July 27, 68	July 25, 69
	"	"	"	79	342	83	360	July 26, 69	Dec. 31, 69
	103	4	Mthly.	315		347		Jan. 1, 68	Dec. 31, 68
	106	5	"	271		286		Jan. 1, 67	Dec. 31, 67
	096	2	"	297		328		Jan. 1, 68	Dec. 31, 68
	205	5	"	300		333		May 1, 68	Apr. 30, 69
	027	3	Wkly.	69	299	74	321	July 1, 68	Dec. 31, 68
	175	5	"	75	325	79	342	July 27, 68	July 25, 69
	"	"	"	79	342	83	360	July 26, 69	Dec. 31, 69
Seamstress	103	4	Mthly.	315		347		Jan. 1, 68	Dec. 31, 68
	106	5	"	271		286		Jan. 1, 67	Dec. 31, 67
Seamstress	027	3	Wkly.	59	256	64	277	July 1, 68	Dec. 31, 68
	175	5	"	64	277	68	295	July 27, 68	July 25, 69

TABLE 7 (CONT'D.) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Seamstress (cont'd.)	175	5	Wkly.	67	290	72	312	July 26, 69	Dec. 31, 69
	103	4	Mthly.	245		270		Jan. 1, 68	Dec. 31, 68
	106	5	"	230		255		Jan. 1, 67	Dec. 31, 67
	159	2	"	215		245		Jan. 1, 68	Dec. 31, 68
Storeman	205	5	"	411		444		May 1, 68	Apr. 30, 69
	103	4	"	325		360		Jan. 1, 68	Dec. 31, 68
	106	5	"	278		303		Jan. 1, 67	Dec. 31, 67
Washman	205	5	"	311		344		May 1, 68	Apr. 30, 69
	175	5	Wkly.	86	373	90	390	July 27, 68	July 25, 69
	"	"	"	90	390	95	412	July 26, 69	Dec. 31, 69
	106	5	Mthly.	306		331		Jan. 1, 67	Dec. 31, 67
	096	2	"	243		275		Jan. 1, 68	Dec. 31, 68
<u>Maintenance and Engineering</u>									
Electrician	205	5	"	477		527		May 1, 68	Apr. 30, 69
	175	5	Wkly.	117	509	129	559	July 27, 68	July 25, 69
	"	"	"	123	535	135	587	July 26, 69	Dec. 31, 69
Groundsman	027	3	"	69	299	74	321	July 1, 68	Dec. 31, 68
Handyman	027	3	"	76	329	81	351	July 1, 68	Dec. 31, 68
	175	5	"	95	412	106	459	July 27, 68	July 25, 69
	"	"	"	100	433	112	485	July 26, 69	Dec. 31, 69
	096	2	Mthly.	296		328		Jan. 1, 68	Dec. 31, 68
Painter	205	5	"	389		422		May 1, 68	Apr. 30, 69
	027	3	Wkly.	93	403	98	425	July 1, 68	Dec. 31, 68
	175	5	"	101	438	112	485	July 27, 68	July 25, 69
	"	"	"	106	459	117	507	July 26, 69	Dec. 31, 69
	106	5	Mthly.	334		351		Jan. 1, 67	Dec. 31, 67

TABLE 7 (CONT'D.) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maintenance Man	205	5	Mthly.	377		411		May 1, 68	Apr. 30, 69
	027	3	Wkly.	76	329	81	351	July 1, 68	Dec. 31, 68
	175	5	"	106	459	117	507	July 27, 68	July 25, 69
	"	"	"	112	485	123	533	Dec. 31, 69	Dec. 31, 69
	103	4	Mthly.	385		425		Jan. 1, 68	Dec. 31, 68
	106	5	"	341		381		Jan. 1, 67	Dec. 31, 67
	159	2	"	315		345		Jan. 1, 68	Dec. 31, 68
Stationary Engineer 2	037	5	"	540		555		Jan. 1, 69	June 30, 69
	"	"	"	550		565		July 1, 69	Jan. 31, 70
Stationary Engineer 3	037	5	"	500		515		Jan. 1, 69	June 30, 69
	"	"	"	510		525		July 1, 69	Jan. 31, 70
	099	5	"	-		510		Nov. 1, 68	Apr. 30, 69
	119	2	"	-		445		Jan. 1, 68	Dec. 31, 68
	031	5	"	515		530		Jan. 1, 68	Jan. 1, 69
	150	5	"	-		500		Jan. 1, 68	Jan. 1, 69
	105	4	"	420		440		Jan. 1, 68	Dec. 31, 68
	106	5	"	425		445		Jan. 1, 67	Dec. 31, 67
Stationary Engineer 4	119	2	"	-		405		Jan. 1, 68	Dec. 31, 68
	031	5	"	495		510		Jan. 1, 68	Jan. 1, 69
	150	5	"	-		470		Jan. 1, 68	Jan. 1, 69
	105	4	"	385		405		Jan. 1, 68	Dec. 31, 68
	083	2	"	-		445		Jan. 1, 69	Apr. 30, 69
"	"	"	-		480		May 1, 69	Apr. 30, 70	
<u>Nursing</u>									
Assistant Head Nurse	189	5	"	480		580		July 1, 68	Dec. 31, 69
Registered Nurse	189	5	"	445		545		July 1, 68	Dec. 31, 69
Graduate Nurse	189	5	"	410		510		July 1, 68	Dec. 31, 69

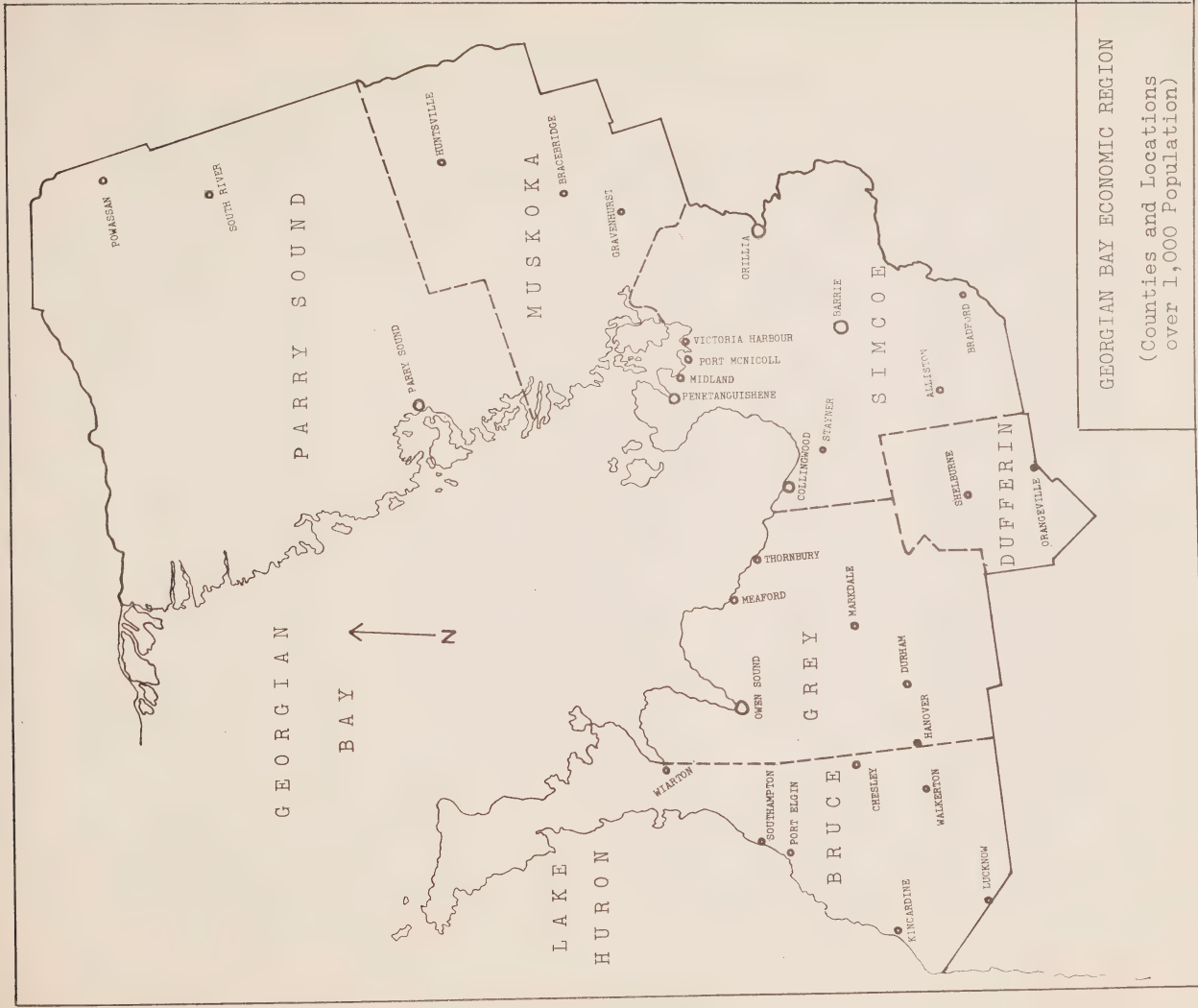


Table 8

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Seasonal	
				Agmt. Rate	Mthly Equiv.	Agmt. Rate	Mthly Equiv.	From	To
<u>Dietary</u>									
Cook	056	4	Mthly.	321		348		July 7, 68	July 5, 69
	"	"	"	331		359		July 6, 69	July 5, 70
	142	4	"	368		408		Jan. 1, 69	Dec. 31, 69
	151	4	"	388		408		Jan. 1, 69	Dec. 31, 69
	141	3	"	350		395		Jan. 1, 69	Aug. 31, 69
	"	"	"	359		405		Sept.1, 69	May 1, 70
	116	3	"	350		380		Dec. 1, 68	Dec. 31, 69
	062	2	"	230		250		Nov.23, 66	Nov. 22, 67
	171	3	"	320		340		Jan. 1, 69	Dec. 31, 69
	208	2	"	270		295		Jan. 1, 69	Dec. 9, 69
Dishwasher	141	3	"	300		330		Jan. 1, 69	Aug. 31, 69
	"	"	"	310		346		Sept.1, 69	May 1, 70
	142	4	"	326		346		Jan. 1, 69	Dec. 31, 69
	116	3	"	325		345		Dec. 1, 68	Dec. 31, 69
Kitchen Helper (Female)	056	4	"	277		300		July 7, 68	July 5, 69
	"	"	"	288		310		July 6, 69	July 4, 70
	142	4	"	255		275		Jan. 1, 69	Dec. 31, 69
	151	4	"	255		275		Jan. 1, 69	Dec. 31, 69
	141	3	"	250		270		Jan. 1, 69	Aug. 31, 69
	"	"	"	255		285		Sept.1, 69	May 1, 70
	116	3	"	255		275		Dec. 1, 68	Dec. 31, 69
	062	2	"	190		210		Nov.23, 66	Nov. 22, 67
	171	3	"	245		270		Jan. 1, 69	Dec. 31, 69
208	2	"	240		270		Jan. 1, 69	Dec. 9, 69	
<u>Housekeeping</u>									
Laundry Helper (Female)	056	4	"	269		291		July 7, 68	July 5, 69
	"	"	"	279		302		July 6, 69	July 4, 70

TABLE 8 (CONT'D.) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Laundry Helper (Female) (cont'd.)	142	4	Mthly.	255		275		Jan. 1, 69	Dec. 31, 69
	151	4	"	255		275		Jan. 1, 69	Dec. 31, 69
	141	3	"	260		280		Jan. 1, 69	Aug. 31, 69
	"	"	"	265		295		Sept.1, 69	May 1, 70
	116	3	"	255		275		Dec. 1, 68	Dec. 31, 69
	062	2	"	190		210		Nov.23, 66	Nov. 22, 67
	171	3	"	245		270		Jan. 1, 69	Dec. 31, 69
	208	2	"	240		270		Jan. 1, 69	Dec. 9, 69
Maid	056	4	"	269		291		July 7, 68	July 5, 69
	"	"	"	279		302		July 6, 69	July 4, 70
	142	4	"	255		275		Jan. 1, 69	Dec. 31, 69
	151	4	"	255		275		Jan. 1, 69	Dec. 31, 69
	141	3	"	260		280		Jan. 1, 69	Aug. 31, 69
	"	"	"	265		295		Sept.1, 69	May 1, 70
	116	3	"	265		285		Dec. 1, 68	Dec. 31, 69
	062	2	"	190		210		Nov.23, 66	Nov. 22, 67
171	3	"	245		270		Jan. 1, 69	Dec. 31, 69	
208	2	"	245		270		Jan. 1, 69	Dec. 9, 69	
Orderly, Trained	056	4	"	359		393		July 7, 68	July 5, 69
	"	"	"	369		404		July 6, 69	July 4, 70
	142	4	"	330		375		Jan. 1, 69	Dec. 31, 69
	151	4	"	355		375		Jan. 1, 69	Dec. 31, 69
	141	3	"	330		375		Jan. 1, 69	Aug. 31, 69
	"	"	"	335		380		Sept.1, 69	May 1, 70
	116	3	"	330		375		Dec. 1, 68	Dec. 31, 69
	062	2	"	260		290		Nov.23, 66	Nov. 22, 67
171	3	"	330		360		Jan. 1, 69	Dec. 31, 69	
208	2	"	330		360		Jan. 1, 69	Dec. 9, 69	
Porter-Cleaner	056	4	"	312		341		July 7, 68	July 5, 69
	"	"	"	322		352		July 6, 69	July 4, 70
	142	4	"	326		346		Jan. 1, 69	Dec. 31, 69

TABLE 8 (CONT'D.) GEORGIAN BAY ECONOMIC REGION

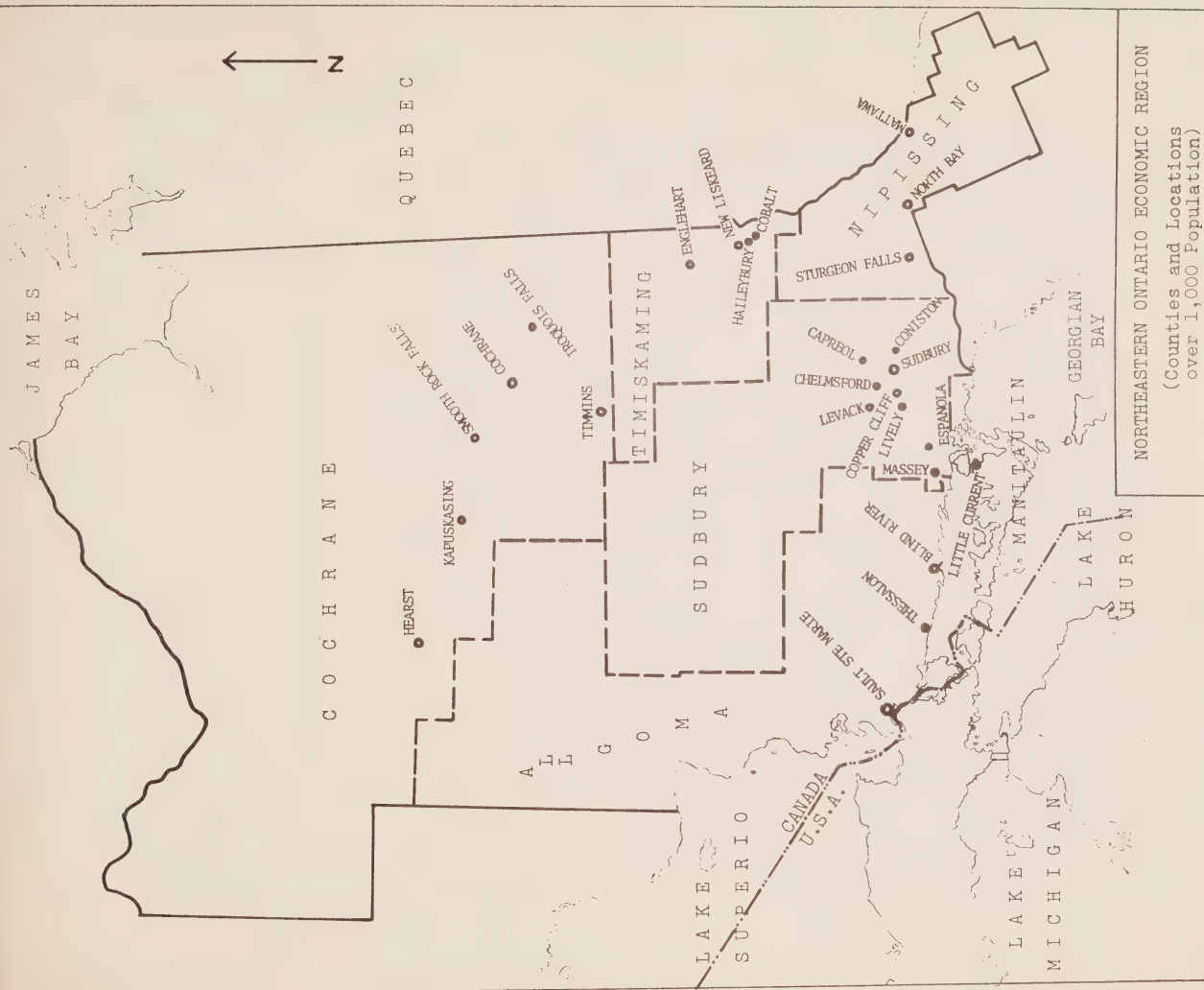
Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Porter-Cleaner (cont'd.)	151	4	Mthly.	320		340		Jan. 1, 69	Dec. 31, 69
	141	3	"	300		330		Jan. 1, 69	Aug. 31, 69
	"	"	"	310		346		Sept. 1, 69	May 1, 70
	116	3	"	325		345		Dec. 1, 68	Dec. 31, 69
	171	3	"	290		310		Jan. 1, 69	Dec. 31, 69
	208	2	"	285		310		Jan. 1, 69	Dec. 9, 69
Seamstress	056	4	"	279		305		July 7, 68	July 5, 69
	"	"	"	289		315		July 6, 69	July 4, 70
	142	4	"	270		290		Jan. 1, 69	Dec. 31, 69
	151	4	"	275		295		Jan. 1, 69	Dec. 31, 69
	141	3	"	270		290		Jan. 1, 69	Aug. 31, 69
	"	"	"	275		305		Sept. 1, 69	May 1, 70
	116	3	"	270		290		Dec. 1, 68	Dec. 31, 69
	171	3	"	245		270		Jan. 1, 69	Dec. 31, 69
Storeman	141	3	"	370		415		Jan. 1, 69	Aug. 31, 69
	"	"	"	380		425		Sept. 1, 69	May 1, 70
Washman	056	4	"	312		350		July 7, 68	July 5, 69
	"	"	"	322		361		July 6, 69	July 4, 70
	142	4	"	350		370		Jan. 1, 69	Dec. 31, 69
	151	4	"	330		350		Jan. 1, 69	Dec. 31, 69
	141	3	"	300		330		Jan. 1, 69	Aug. 31, 69
	"	"	"	310		346		Sept. 1, 69	May 1, 70
	116	3	"	325		345		Dec. 1, 68	Dec. 31, 69
	171	3	"	310		330		Jan. 1, 69	Dec. 31, 69
<u>Maintenance and Engineering</u>									
Electrician	142	4	"	490		520		Jan. 1, 69	Dec. 31, 69
Handyman	056	4	"	357		374		July 7, 68	July 5, 69

TABLE 8 (CONT'D.) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Handyman (cont'd.)	056	4	Mthly.	367		385		July 6, 69	July 4, 70
	141	3	"	323		353		Jan. 1, 69	Aug. 31, 69
	"	"	"	330		360		Sept.1, 69	May 1, 70
	171	3	"	345		375		Jan. 1, 69	Dec. 31, 69
	208	2	"	330		350		Jan. 1, 69	Dec. 9, 69
Maintenance Man	142	4	"	380		400		Jan. 1, 69	Dec. 31, 69
	151	4	"	368		398		Jan. 1, 69	Dec. 31, 69
	116	3	"	365		385		Dec. 1, 68	Dec. 31, 69
Painter	141	3	"	370		415		Jan. 1, 69	Aug. 31, 69
	"	"	"	380		425		Sept.1, 69	May 1, 70
Stationary Engineer 3	056	4	"	470		496		July 7, 68	July 5, 69
	"	"	"	480		506		July 6, 69	July 4, 70
	164	4	Hrly.	-		2.80	485	Nov. 1, 68	July 1, 69
	171	3	Mthly.	400		420		Jan. 1, 69	Dec. 31, 69
Stationary Engineer 4	056	4	"	435		461		July 7, 68	July 5, 69
	"	"	"	445		471		July 6, 69	July 4, 70
	077	4	"	-		459		Sept.1, 68	Aug. 31, 69
	"	"	"	-		501		Sept.1, 69	Aug. 31, 70
	141	3	"	-		420		Jan. 1, 69	Aug. 31, 69
	"	"	"	-		440		Sept.1, 69	May 1, 70
	116	3	"	-		460		Dec. 1, 68	Dec. 31, 69
	062	2	"	350		370		Nov.23, 66	Nov. 22, 67
Stationary Engineer's Helper	056	4	"	418		426		July 7, 68	July 5, 69
	"	"	"	428		437		July 6, 69	July 4, 70
<u>Nursing</u>									
Nurse's Aide	056	4	"	291		321		July 7, 68	July 5, 69
	"	"	"	302		331		July 6, 69	July 4, 70

TABLE 8 (CONT'D.) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Nurse's Aide (cont'd.)	151	4	Mthly.	270		300		Jan. 1, 69	Dec. 31, 69
	141	3	"	270		290		Jan. 1, 69	Aug. 31, 69
	"	"	"	275		305		Sept.1, 69	May 1, 70
	116	3	"	270		300		Dec. 1, 68	Dec. 31, 69
	062	2	"	200		220		Nov.23, 66	Nov. 22, 67
	171	3	"	255		285		Jan. 1, 69	Dec. 31, 69
	208	2	"	265		290		Jan. 1, 69	Dec. 9, 69
Registered Nursing Assistant	056	4	"	348		385		July 7, 68	July 5, 69
	"	"	"	359		395		July 6, 69	July 4, 70
	142	4	"	325		370		Jan. 1, 69	Dec. 31, 69
	151	4	"	325		370		Jan. 1, 69	Dec. 31, 69
	141	3	"	330		375		Jan. 1, 69	Aug. 31, 69
	"	"	"	335		380		Sept.1, 69	May 1, 70
	116	3	"	325		370		Dec. 1, 68	Dec. 31, 69
	062	2	"	250		270		Nov.23, 66	Nov. 22, 67
	171	3	"	330		360		Jan. 1, 69	Dec. 31, 69
	208	2	"	330		360		Jan. 1, 69	Dec. 9, 69



NORTHEASTERN ONTARIO ECONOMIC REGION
(Counties and Locations
over 1,000 Population)

Table 9

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Fwd.	Wage Data						
			Pay Period	Wkly. Rate		Mthly. Equiv.		Pay Period	
				Apr. Rate	Mthly Equiv.	Apr. Rate	Mthly Equiv.	From	To
<u>Clerical</u>									
Clerk I	185	1	Mthly.	354		386		May 1, 67	Apr. 30, 68
Clerk II	185	1	"	359		420		May 1, 67	Apr. 30, 68
Clerk III	185	1	"	412		490		May 1, 67	Apr. 30, 68
Clerk-Typist	095	3	"	287		308		Jan. 1, 68	Dec. 31, 68
	192	2	"	351		406		Jan. 1, 69	Dec. 31, 69
Stenographer, Medical	095	3	"	320		342		Jan. 1, 68	Dec. 31, 68
	192	2	"	351		383		Jan. 1, 69	Dec. 31, 69
Telephone Operator	095	3	"	276		298		Jan. 1, 68	Dec. 31, 68
	192	2	"	296		315		Jan. 1, 69	Dec. 31, 69
<u>Dietary</u>									
Cook	024	5	"	330		369		Jan. 1, 68	Dec. 31, 68
	061	4	"	322		345		Jan. 1, 68	Dec. 31, 68
	082	4	"	322		345		Jan. 1, 68	Dec. 31, 68
	049	3	"	273		299		July 1, 68	Apr. 30, 69
	091	4	"	356		406		May 1, 68	Apr. 30, 69
	025	5	"	315		360		May 15, 68	May 14, 69
	058	2	Wkly.	78	338	89	386	Jan. 1, 68	Dec. 31, 68
	147	1	Mthly.	279		321		May 1, 68	Feb. 14, 69
	"	"	"	304		346		Feb. 15, 69	Feb. 15, 70
	148	3	"	340		380		Jan. 1, 68	Dec. 31, 68
	192	2	"	337		391		Jan. 1, 69	Dec. 31, 69
	194	1	"	290		330		Jan. 1, 69	Dec. 31, 69
Dishwasher	095	3	"	255		276		Jan. 1, 68	Dec. 31, 68
	140	5	"	267		292		Jan. 1, 68	Dec. 31, 68

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Dishwasher (cont'd.)	192	2	Mthly.	308		339		Jan. 1, 69	Dec. 31, 69
Kitchen Helper (Female)	024	3	"	253		275		Jan. 1, 68	Dec. 31, 68
	095	3	"	255		276		Jan. 1, 68	Dec. 31, 68
	140	5	"	255		280		Jan. 1, 68	Dec. 31, 68
	061	4	"	232		250		Jan. 1, 68	Dec. 31, 68
	082	4	"	232		250		Jan. 1, 68	Dec. 31, 68
	049	3	"	221		241		July 1, 68	Apr. 30, 69
	023	3	"	220		260		May 15, 68	May 14, 69
	038	2	Wkly.	53	230	58	251	Jan. 1, 68	Dec. 31, 68
	148	3	Mthly.	210		250		Jan. 1, 68	Dec. 31, 68
	192	2	"	247		272		Jan. 1, 69	Dec. 31, 69
	194	1	"	225		265		Jan. 1, 69	Dec. 31, 69
<u>Housekeeping</u>									
Laundry Helper (Female)	024	3	"	253		275		Jan. 1, 68	Dec. 31, 68
	095	3	"	255		276		Jan. 1, 68	Dec. 31, 68
	140	5	"	255		280		Jan. 1, 68	Dec. 31, 68
	061	4	"	243		263		Jan. 1, 68	Dec. 31, 68
	082	4	"	243		263		Jan. 1, 68	Dec. 31, 68
	049	3	"	221		241		July 1, 68	Apr. 30, 69
	091	4	"	220		259		May 1, 68	Apr. 30, 69
	023	3	"	225		260		May 15, 68	May 14, 69
	038	2	Wkly.	55	238	62	269	Jan. 1, 68	Dec. 31, 68
	148	3	Mthly.	210		250		Jan. 1, 68	Dec. 31, 68
	192	2	"	259		286		Jan. 1, 69	Dec. 31, 69
Maid	024	3	"	253		275		Jan. 1, 68	Dec. 31, 68
	095	3	"	255		276		Jan. 1, 68	Dec. 31, 68
	140	5	"	255		280		Jan. 1, 68	Dec. 31, 68
	061	4	"	232		250		Jan. 1, 68	Dec. 31, 68
	082	4	"	232		250		Jan. 1, 68	Dec. 31, 68
	049	3	"	221		241		July 1, 68	Apr. 30, 69
	091	4	"	220		259		May 1, 68	Apr. 30, 69
	023	3	"	230		265		May 15, 68	May 14, 69

TABLE 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data									
			Pay Period	Minimum		Maximum		Effective				
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To			
Maid (cont'd.)	038	2	Wkly.	53	230	58	251	Jan. 1, 68	Dec. 31, 68			
	054	1	Mthly.	251		292		Jan. 1, 68	Dec. 31, 68			
	148	3	"	210		250		Jan. 1, 68	Dec. 31, 68			
	192	2	"	247		272		Jan. 1, 69	Dec. 31, 69			
	194	1	"	215		255		Jan. 1, 69	Dec. 31, 69			
Orderly, Trained	024	3	"	347	286	369	334	Jan. 1, 68	Dec. 31, 68			
	095	3	"	347		379		Jan. 1, 68	Dec. 31, 68			
	140	5	"	347		379		Jan. 1, 68	Dec. 31, 68			
	061	4	"	362		381		Jan. 1, 68	Dec. 31, 68			
	082	4	"	362		381		Jan. 1, 68	Dec. 31, 68			
	049	3	"	324		364		July 1, 68	Apr. 30, 69			
	091	4	"	326		366		May 1, 68	Apr. 30, 69			
	023	3	"	320		380		May 15, 68	May 14, 69			
	038	2	Wkly.	66		77		Jan. 1, 68	Dec. 31, 68			
	054	1	Mthly.	357		434		Jan. 1, 68	Dec. 31, 68			
	147	1	"	359		416		May 1, 68	Feb. 14, 69			
	"	"	"	384		441		Feb. 15, 69	Feb. 15, 70			
	148	3	"	320		360		Jan. 1, 68	Dec. 31, 68			
	192	2	"	356		393		Jan. 1, 69	Dec. 31, 69			
	194	1	"	335		370		Jan. 1, 69	Dec. 31, 69			
Porter-Cleaner	024	3	"	275	264	303	299	Jan. 1, 68	Dec. 31, 68			
	095	3	"	310		342		Jan. 1, 68	Dec. 31, 68			
	140	5	"	308		345		Jan. 1, 68	Dec. 31, 68			
	061	4	"	296		315		Jan. 1, 68	Dec. 31, 68			
	082	4	"	296		315		Jan. 1, 68	Dec. 31, 68			
	049	3	"	273		299		July 1, 68	Apr. 30, 69			
	038	2	Wkly.	61		69		Jan. 1, 68	Dec. 31, 68			
	054	1	Mthly.	357		434		Jan. 1, 68	Dec. 31, 68			
	147	1	"	359		416		May 1, 68	Feb. 14, 69			
	"	"	"	384		441		Feb. 15, 69	Feb. 15, 70			
	148	3	"	270		310		Jan. 1, 68	Dec. 31, 68			
	192	2	"	323		356		Jan. 1, 69	Dec. 31, 69			
	Seamstress	024	3	"		259		265	286		Jan. 1, 68	Dec. 31, 68
		095	3	"		271			298		Jan. 1, 68	Dec. 31, 68
061		4	"	250	273	Jan. 1, 68	Dec. 31, 68					
082		4	"	250	273	Jan. 1, 68	Dec. 31, 68					
091		4	"	233		May 1, 67	Apr. 30, 69					

TABLE 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

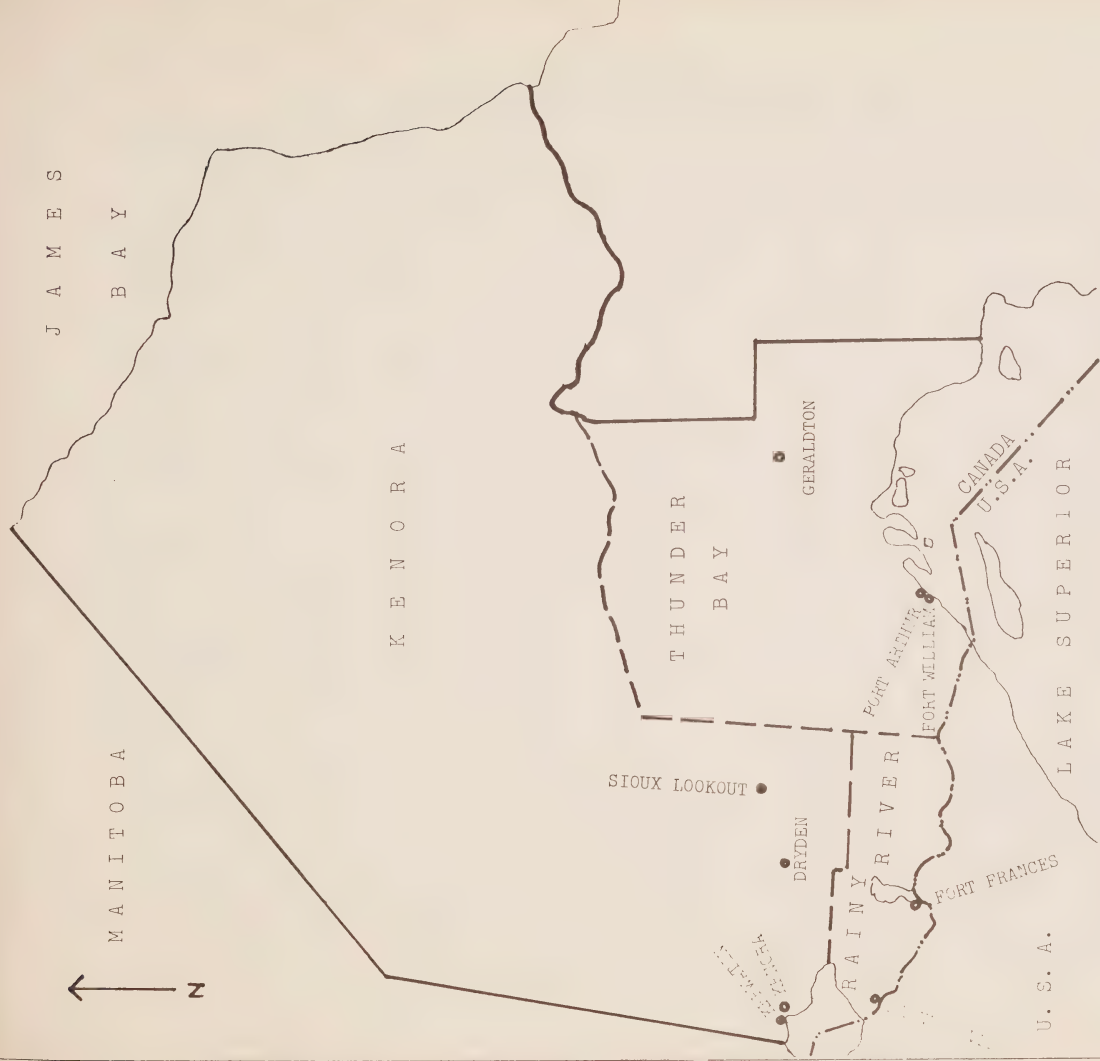
Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Seamstress (cont'd.)	023	3	Mthly.	220		265		May 15, 68	May 14, 69
	148	3	"	220		260		Jan. 1, 68	Dec. 31, 68
	192	2	"	272		300		Jan. 1, 69	Dec. 31, 69
Storeman	024	3	"	297		336		Jan. 1, 68	Dec. 31, 68
	061	4	"	322		345		Jan. 1, 68	Dec. 31, 68
	082	4	"	322		345		Jan. 1, 68	Dec. 31, 68
Washman	140	5	"	333		370		Jan. 1, 68	Dec. 31, 68
	082	4	"	392		412		Jan. 1, 68	Dec. 31, 68
	091	4	"	297		336		May 1, 67	Apr. 30, 69
	023	3	"	285		370		May 15, 68	May 14, 69
	192	2	"	323		356		Jan. 1, 69	Dec. 31, 69
<u>Maintenance and Engineering</u>									
Carpenter	024	3	"	391		429		Jan. 1, 68	Dec. 31, 68
	095	3	"	394		436		Jan. 1, 68	Dec. 31, 68
	140	5	"	431		505		Jan. 1, 68	Dec. 31, 68
	091	4	"	412		445		May 1, 68	Apr. 30, 69
	089	3	Hrly.	-		2.99	518	July 7, 68	Jan. 6, 69
	148	3	Mthly.	380		420		Jan. 1, 68	Dec. 31, 68
	192	2	"	401		464		Jan. 1, 69	Dec. 31, 69
Electrician	024	3	"	391		429		Jan. 1, 68	Dec. 31, 68
	140	5	"	431		505		Jan. 1, 68	Dec. 31, 68
	091	4	"	412		445		May 1, 68	Apr. 30, 69
	089	3	Hrly.	-		3.14	544	July 7, 68	Jan. 6, 69
	148	3	Mthly.	420		460		Jan. 1, 68	Dec. 31, 68
Groundsman	140	5	"	413		505		Jan. 1, 68	Dec. 31, 68
	061	4	"	392		412		Jan. 1, 68	Dec. 31, 68

TABLE 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Groundsman (cont'd.)	091	4	Mthly.	295		334		May 1, 68	Apr. 30, 69
	023	3	"	285		375		May 15, 68	May 14, 69
Handyman	095	3	"	324		351		Jan. 1, 68	Dec. 31, 68
	082	4	"	392		412		Jan. 1, 68	Dec. 31, 68
	148	3	"	290		330		Jan. 1, 68	Dec. 31, 68
Labourer	024	3	"	242		264		Jan. 1, 68	Dec. 31, 68
	140	5	"	308		345		Jan. 1, 68	Dec. 31, 68
Maintenance Man	024	3	"	380		418		Jan. 1, 68	Dec. 31, 68
	095	3	"	394		436		Jan. 1, 68	Dec. 31, 68
	049	3	"	390		442		July 1, 68	Apr. 30, 69
	091	4	"	372		405		May 1, 68	Apr. 30, 69
	038	2	Wkly.	81	351	92	399	Jan. 1, 68	Dec. 31, 68
Painter	024	3	Mthly.	391		429		Jan. 1, 68	Dec. 31, 68
	140	5	"	339		431		Jan. 1, 68	Dec. 31, 68
	091	4	"	373		436		May 1, 68	Apr. 30, 69
	148	3	"	355		395		Jan. 1, 68	Dec. 31, 68
	192	2	"	374		413		Jan. 1, 69	Dec. 31, 69
Plumber	091	4	"	-		457		May 1, 68	Apr. 30, 69
Stationary Engineer 2	095	3	"	538		613		Jan. 1, 68	Dec. 31, 68
	089	3	Hrly.	-		3.15	546	July 7, 68	Jan. 6, 69
Stationary Engineer 3	095	3	Mthly.	501		575		Jan. 1, 68	Dec. 31, 68
	154	5	"	-		575		Jan. 29, 68	Jan. 28, 69
	061	4	"	486		516		Jan. 1, 68	Dec. 31, 68
	082	4	"	486		518		Jan. 1, 68	Dec. 31, 68
	177	4	Hrly.	-		2.93	533	June 1, 68	May 31, 69
	089	3	"	-		2.99	518	July 7, 68	Jan. 6, 69

TABLE 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd)	091	4	Mthly.	286		330		May 1, 68	Apr. 30, 69
	023	3	"	286		330		May 15, 68	May 14, 69
	038	2	Wkly.	69	299	80	347	Jan. 1, 68	Dec. 31, 68
	147	1	Mthly.	290		330		May 1, 68	Feb. 14, 69
	"	"	"	315		355		Feb. 15, 69	Feb. 15, 70
	148	3	"	305		345		Jan. 1, 68	Dec. 31, 68
	192	2	"	300		366		Jan. 1, 69	Dec. 31, 69
Registered Nurse	176	2	"	445		535		Jan. 1, 68	Dec. 31, 68
Graduate Nurse	176	2	"	410		500		Jan. 1, 68	Dec. 31, 68



LAKEHEAD - NORTHWESTERN ONTARIO ECONOMIC REGION
(Counties and Locations
over 1,000 Population)

Table 10

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	047	5	Mthly.	250		282		July 1, 68	Dec. 31, 69
	"	"	"	270		302		Jan. 1, 70	Dec. 31, 70
	115	3	"	277		312		Jan. 1, 69	Dec. 31, 69
Clerk II	047	5	"	275		307		July 1, 68	Dec. 31, 69
	"	"	"	295		327		Jan. 1, 70	Dec. 31, 70
	115	3	"	312		347		Jan. 1, 69	Dec. 31, 69
Clerk III	047	5	"	285		317		July 1, 68	Dec. 31, 69
	"	"	"	305		337		Jan. 1, 70	Dec. 31, 70
	115	3	"	338		373		Jan. 1, 69	Dec. 31, 69
Clerk IV	047	5	"	305		337		July 1, 68	Dec. 31, 69
	"	"	"	325		357		Jan. 1, 70	Dec. 31, 70
Clerk V	047	5	"	336		368		July 1, 68	Dec. 31, 69
	"	"	"	356		388		Jan. 1, 70	Dec. 31, 70
Receptionist	115	3	"	295		338		Jan. 1, 69	Dec. 31, 69
<u>Dietary</u>									
Cook	022	3	"	315		345		Aug. 1, 68	Feb. 28, 69
	"	"	"	337		367		Mar. 1, 69	Dec. 31, 69
	026	4	"	315		345		Aug. 1, 68	Feb. 28, 69
	"	"	"	337		367		Mar. 1, 69	Dec. 31, 69
	045	5	"	315		345		Aug. 1, 68	Feb. 28, 69
	"	"	"	337		367		Mar. 1, 69	Dec. 31, 69
	093	3	"	315		345		Aug. 1, 68	Feb. 28, 69
	"	"	"	337		367		Mar. 1, 69	Dec. 31, 69
	034	3	"	342		372		Jan. 1, 69	Dec. 31, 69
	129	3	"	433		475		Jan. 1, 69	Dec. 31, 69
	170	1	"	315		345		Oct. 1, 68	Apr. 30, 69
	"	"	"	337		367		May 1, 69	Feb. 28, 70

TABLE 10 (CONT'D.) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female)	022	3	Mthly.	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	026	4	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	045	5	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	067	4	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	093	3	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	034	3	"	248		278		Jan. 1, 69	Dec. 31, 69
	129	3	"	251		286		Jan. 1, 69	Dec. 31, 69
	170	1	"	221		242		Oct. 1, 68	Apr. 30, 69
	"	"	"	244		265		May 1, 69	Feb. 28, 70
<u>Housekeeping</u>									
Laundry Helper (Female)	022	3	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	026	4	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	045	5	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	067	4	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	093	3	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	034	3	"	251		281		Jan. 1, 69	Dec. 31, 69
	129	3	"	251		286		Jan. 1, 69	Dec. 31, 69
	170	1	"	221		242		Oct. 1, 68	Apr. 30, 69
	"	"	"	244		265		May 1, 69	Feb. 28, 70
Maid	022	3	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	026	4	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	045	5	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69
	067	4	"	221		242		Aug. 1, 68	Feb. 28, 69
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69

TABLE 10 (CONT'D.) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Maid (cont'd.)	093	3	Mthly.	221		242		Aug. 1, 68	Feb. 28, 69	
	"	"	"	244		265		Mar. 1, 69	Dec. 31, 69	
	034	3	"	248		278		Jan. 1, 69	Dec. 31, 69	
	129	3	"	251		286		Jan. 1, 69	Dec. 31, 69	
	170	1	"	221		242		Oct. 1, 68	Apr. 30, 69	
"	"	"	244		265		May 1, 69	Feb. 28, 70		
Orderly, Trained	022	3	"	339		375		Aug. 1, 68	Feb. 28, 69	
	"	"	"	369		405		Mar. 1, 69	Dec. 31, 69	
	026	4	"	339		375		Aug. 1, 68	Feb. 28, 69	
	"	"	"	369		405		Mar. 1, 69	Dec. 31, 69	
	045	5	"	339		375		Aug. 1, 68	Feb. 28, 69	
	"	"	"	369		405		Mar. 1, 69	Dec. 31, 69	
	067	4	"	339		375		Aug. 1, 68	Feb. 28, 69	
	"	"	"	369		405		Mar. 1, 69	Dec. 31, 69	
	093	3	"	339		375		Aug. 1, 68	Feb. 28, 69	
	"	"	"	369		405		Mar. 1, 69	Dec. 31, 69	
	034	3	"	348		378		Jan. 1, 69	Dec. 31, 69	
	129	3	"	355		399		Jan. 1, 69	Dec. 31, 69	
	Porter-Cleaner	022	3	"	284		311		Aug. 1, 68	Feb. 28, 69
		"	"	"	313		340		Mar. 1, 69	Dec. 31, 69
026		4	"	284		311		Aug. 1, 68	Feb. 28, 69	
"		"	"	313		340		Mar. 1, 69	Dec. 31, 69	
045		5	"	284		311		Aug. 1, 68	Feb. 28, 69	
"		"	"	313		340		Mar. 1, 69	Dec. 31, 69	
067		4	"	284		311		Aug. 1, 68	Feb. 28, 69	
"		"	"	313		340		Mar. 1, 69	Dec. 31, 69	
093		3	"	284		311		Aug. 1, 68	Feb. 28, 69	
"		"	"	313		340		Mar. 1, 69	Dec. 31, 69	
034		3	"	375		405		Jan. 1, 69	Dec. 31, 69	
129	3	"	347		390		Jan. 1, 69	Dec. 31, 69		
Seamstress	022	3	"	231		252		Aug. 1, 68	Feb. 28, 69	
	"	"	"	254		275		Mar. 1, 69	Dec. 31, 69	
	026	4	"	231		252		Aug. 1, 68	Feb. 28, 69	
	"	"	"	254		275		Mar. 1, 69	Dec. 31, 69	
	045	5	"	231		252		Aug. 1, 68	Feb. 28, 69	
"	"	"	254		275		Mar. 1, 69	Dec. 31, 69		

TABLE 10 (CONT'D.) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Seamstress (cont'd.)	067	4	Mthly.	231		252		Aug. 1, 68	Feb. 28, 69
	"	"	"	254		275		Mar. 1, 69	Dec. 31, 69
	093	3	"	231		252		Aug. 1, 68	Feb. 28, 69
	"	"	"	254		275		Mar. 1, 69	Dec. 31, 69
	034	3	"	267		297		Jan. 1, 69	Dec. 31, 69
Washman	129	3	"	251		303		Jan. 1, 69	Dec. 31, 69
	022	3	"	306		333		Aug. 1, 68	Feb. 28, 69
	"	"	"	338		365		Mar. 1, 69	Dec. 31, 69
	026	4	"	306		333		Aug. 1, 68	Feb. 28, 69
	"	"	"	338		365		Mar. 1, 69	Dec. 31, 69
	045	5	"	306		333		Aug. 1, 68	Feb. 28, 69
	"	"	"	338		365		Mar. 1, 69	Dec. 31, 69
	067	4	"	306		333		Aug. 1, 68	Feb. 28, 69
	"	"	"	338		365		Mar. 1, 69	Dec. 31, 69
	093	3	"	306		333		Aug. 1, 68	Feb. 28, 69
	"	"	"	338		365		Mar. 1, 69	Dec. 31, 69
	129	3	"	347		390		Jan. 1, 69	Dec. 31, 69
<u>Maintenance and Engineering</u>									
Electrician	046	5	"	424		443		Sept.1, 68	Apr. 30, 69
	"	"	"	437		456		May 1, 69	Dec. 31, 69
Groundsman	134	4	"	370		402		Dec. 1, 68	Nov. 30, 69
Handyman	045	5	"	301		328		Aug. 1, 68	Feb. 28, 69
	"	"	"	333		360		Mar. 1, 69	Dec. 31, 69
	067	4	"	301		328		Aug. 1, 68	Feb. 28, 69
	"	"	"	333		360		Mar. 1, 69	Dec. 31, 69
	093	3	"	301		328		Aug. 1, 68	Feb. 28, 69
	"	"	"	333		360		Mar. 1, 69	Dec. 31, 69
Maintenance Man	129	3	"	347		390		Jan. 1, 69	Dec. 31, 69
	045	5	"	328		358		Aug. 1, 68	Feb. 28, 69
	"	"	"	360		390		Mar. 1, 69	Dec. 31, 69
	134	4	"	422		444		Dec. 1, 68	Nov. 30, 70
	067	4	"	328		358		Aug. 1, 68	Feb. 28, 69
"	"	"	360		390		Mar. 1, 69	Dec. 31, 69	

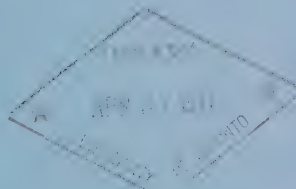
TABLE 10 (CONT'D.) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Maintenance Man (cont'd.)	093	3	Mthly.	328		358		Aug. 1, 68	Feb. 28, 69
	"	"	"	360		390		Mar. 1, 69	Dec. 31, 69
	034	3	"	375		405		Jan. 1, 69	Dec. 31, 69
Painter	134	4	"	408		449		Dec. 1, 68	Nov. 30, 70
Stationary Engineer 2	046	5	"	479		500		Sept.1, 68	Apr. 30, 69
	"	"	"	493		515		May 1, 69	Dec. 31, 69
	134	4	"	524		543		Dec. 1, 68	Nov. 30, 70
	094	3	"	479		500		Sept.1, 68	Apr. 30, 69
	"	"	"	493		515		May 1, 69	Dec. 31, 69
Stationary Engineer 3	046	5	"	479		500		Sept.1, 68	Apr. 30, 69
	"	"	"	493		515		May 1, 69	Dec. 31, 69
	134	4	"	502		522		Dec. 1, 68	Nov. 30, 70
	068	4	"	479		500		Sept.1, 68	Apr. 30, 69
	"	"	"	493		515		May 1, 69	Dec. 31, 69
	094	3	"	479		500		Sept.1, 68	Apr. 30, 69
	"	"	"	493		515		May 1, 69	Dec. 31, 69
	129	3	"	475		500		Jan. 1, 69	Dec. 31, 69
Stationary Engineer 4	068	4	"	447		465		Sept.1, 68	Apr. 30, 69
	"	"	"	460		479		May 1, 69	Dec. 31, 69
	094	3	"	447		465		Sept.1, 68	Apr. 30, 69
	"	"	"	460		479		May 1, 69	Dec. 31, 69
	158	3	Hrly.	-		2.73	497	Jan. 1, 69	Dec. 31, 69
	"	"	"	-		2.92	531	Jan. 1, 70	Dec. 31, 70
	129	3	Mthly.	450		475		Jan. 1, 69	Dec. 31, 69
	018	2	"	-		524		Jan. 1, 69	Dec. 31, 69
	020	1	"	-		425		July 1, 68	June 30, 69
	"	"	"	-		450		July 1, 69	June 30, 70
Stationary Engineer's Helper	158	3	Hrly.	-		2.96	539	Jan. 1, 69	Dec. 31, 69
	"	"	"	-		3.16	575	Jan. 1, 70	Dec. 31, 70
<u>Nursing</u>									
Assistant Head Nurse	202	5	Mthly.	508		618		Jan. 1, 69	Apr. 30, 69

TABLE 10 (CONT'D.) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Graduate Nurse	202	5	Mthly.	435		525		Jan. 1, 69	Apr. 30, 69
Instructor	202	5	"	556		666		Jan. 1, 69	Apr. 30, 69
Nurse's Aide	022	3	"	239		260		Aug. 1, 68	Feb. 28, 69
	"	"	"	259		280		Mar. 1, 69	Dec. 31, 69
	026	4	"	239		260		Aug. 1, 68	Feb. 28, 69
	"	"	"	259		280		Mar. 1, 69	Dec. 31, 69
	045	5	"	239		260		Aug. 1, 68	Feb. 28, 69
	"	"	"	259		280		Mar. 1, 69	Dec. 31, 69
	067	4	"	239		260		Aug. 1, 68	Feb. 28, 69
	"	"	"	259		280		Mar. 1, 69	Dec. 31, 69
	093	3	"	239		260		Aug. 1, 68	Feb. 28, 69
	"	"	"	259		280		Mar. 1, 69	Dec. 31, 69
	034	3	"	261		291		Jan. 1, 69	Dec. 31, 69
	129	3	"	251		286		Jan. 1, 69	Dec. 31, 69
	170	1	"	239		260		Oct. 1, 68	Apr. 30, 69
	"	"	"	259		280		May 1, 69	Feb. 28, 70
Registered Nurse	202	5	"	470		570		Jan. 1, 69	Apr. 30, 69
Registered Nursing Assistant	022	3	"	300		340		Aug. 1, 68	Feb. 28, 69
	"	"	"	320		360		Mar. 1, 69	Dec. 31, 69
	026	4	"	300		340		Aug. 1, 68	Feb. 28, 69
	"	"	"	320		360		Mar. 1, 69	Dec. 31, 69
	045	5	"	300		340		Aug. 1, 68	Feb. 28, 69
	"	"	"	320		360		Mar. 1, 69	Dec. 31, 69
	093	3	"	300		340		Aug. 1, 68	Feb. 28, 69
	"	"	"	320		360		Mar. 1, 69	Dec. 31, 69
	129	3	"	355		399		Jan. 1, 69	Dec. 31, 69
	170	1	"	300		340		Oct. 1, 68	Apr. 30, 69
"	"	"	320		360		May 1, 69	Feb. 28, 70	

NEGOTIATED WAGES AND WORKING CONDITIONS
IN
ONTARIO HOSPITALS
MARCH 1970



Research Branch
Ontario Department of Labour

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by

Research Branch

Ontario Department of Labour

March 1970

Hon. Dalton Bales, Q.C.,
Minister

T. M. Eberlee,
Deputy Minister

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I N T R O D U C T I O N

This report is a statistical analysis of 216 collective agreements covering 31,400 full-time employees of hospitals in Ontario. The report is in two parts. Part I shows the prevalence in terms of numbers of agreements and numbers of employees covered by them of the major working conditions established by the contracts. Part II shows the rates of pay provided for selected hospital occupations that fall within the existing bargaining units.

In every instance the most recent hospital collective agreement available to the Department in the month of March 1970 was analyzed, and all those used were in effect on or after January 1, 1969. These 216 agreements account for all but five of the hospital union contracts pertaining to full-time employees in Ontario. The five agreements not analyzed expired in 1968 and at the time the analysis was completed, renewal contracts could not be obtained by the Department's Collective Agreements Library. The best information available

indicates that these five agreements cover approximately 200 workers.

Part I of the report consists of 40 tables that describe bargained working conditions in hospitals. The first six of these tables give information on the geographical distribution of hospital contracts, the unions that are a party to them, their duration, and the sizes and types of bargaining units to which they apply. The remaining tables classify the agreements and employee coverage data for specific provisions by type of bargaining unit. The subject matter of these provisions pertains to union membership; check-off of union dues; hours of work; virtually all arrangements for remuneration above basic wage rates, for example, overtime compensation and shift premiums; paid time-off; contributions to health, welfare and pension plans; and others. The tables covering related provisions, such as those on hours of work, are grouped together in the report and can be identified in the Table of Contents.

Part II of the document, containing wage data, updates similar information published by the Department in March 1969. This Part consists of ten tables each of which sets out bargained hospital wage rates in one of the economic regions of the Province. These regions and the major population centres in them are shown on maps that appear on the final eleven pages of the report.

The occupations for which wage data are given are listed in the left-hand stub of each table. These occupations are the ones that appear most consistently in hospital agreements, and the data presented give a comprehensive picture of the bargained rates applicable to them. The occupations are classified under five major headings - 'clerical', 'dietary', 'housekeeping', 'maintenance and engineering', and 'nursing', - and are listed alphabetically by title within these headings.

The code numbers entered in the second column of each table of Part II identify specific agreements. These codes relate

the rates listed for the occupations to the agreements where they were found. Therefore, if a code is not shown against an occupation title, that occupation was not found in the agreement the number identifies.

The numerical codes in the third column identify the number of beds in the hospitals covered by the contracts according to the relationship shown in the tabulation immediately below. These codes are presented in order to allow the user to relate the wage data to hospital size.

<u>Number of Beds</u>	<u>Code</u>
Under 50	1
50 - 99	2
100 - 199	3
200 - 299	4
300 - 499	5
500 - 699	6
700 - 899	7
900 and over	8

For each occupation, the minimum and maximum or single rate of pay is given on an hourly, weekly, or monthly basis. Where a single rate occurs it is shown in the column marked "Maximum". The period each rate is in effect is given, and the last date entered in the final column on each page and referring to a specific agreement code is the termination date of the contract.

The columns marked "Agt. Rate" show the actual rates printed in the contracts. To facilitate comparisons, where these rates were given as hourly, weekly or bi-weekly, they have been converted to monthly equivalents and are shown in the columns marked "Mthly. Equi.".

The equivalent monthly rates were obtained as follows:

- (1) where the agreement rates were hourly

$$\frac{\text{hourly rate} \times \text{weekly hours} \times 52}{12}$$

- (2) where the agreement rate was weekly

$$\frac{\text{weekly rate} \times 52}{12}$$

- (3) where the agreement rate was bi-weekly

$$\frac{\text{bi-weekly rate} \times 26}{12}$$

The agreements were analyzed by members of the Research Branch staff under the supervision of Lenard Haywood. The Systems and ADP Branch assisted in compiling the data and the report was printed by the Office Services Branch.

P A R T I

WORKING CONDITIONS

TABLE 1
REGIONAL AND URBAN DISTRIBUTION OF ONTARIO HOSPITAL AGREEMENTS

ECONOMIC REGION AND URBAN CENTRE OF 5,000 AND MORE POPULATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
<u>Eastern Ontario</u>	22	2,452	2	301	2	610	2	1,490	28	13.0	4,853	15.4
Brockville	1	202	-	-	1	100	-	-	2	0.9	302	1.0
Cornwall-Charlottenburg	1	168	-	-	-	-	-	-	1	0.5	168	0.5
Hawkesbury	1	77	-	-	-	-	-	-	1	0.5	77	0.2
Kingston	5	660	1	186	-	-	-	-	6	2.8	846	2.7
Ottawa	11	1,330	1	115	1	510	2	1,490	15	6.9	3,445	11.0
Remainder	3	15	-	-	-	-	-	-	3	1.4	15	a
<u>Lake Ontario</u>	8	885	1	22	2	300	-	-	11	5.1	1,207	3.9
Belleville	2	332	-	-	1	200	-	-	3	1.4	532	1.7
Bowmanville	1	59	-	-	-	-	-	-	1	0.5	59	0.2
Lindsay	1	5	-	-	-	-	-	-	1	0.5	5	a
Peterborough	3	409	1	22	1	100	-	-	5	2.3	531	1.7
Trenton	1	80	-	-	-	-	-	-	1	0.5	80	0.3
<u>Central Ontario</u>	50	8,307	1	271	2	550	1	755	54	25.0	9,883	31.4
Ajax-Pickering	1	80	-	-	-	-	-	-	1	0.5	80	0.3
Brampton	2	227	-	-	1	350	-	-	3	1.4	577	1.8
Burlington	2	109	-	-	-	-	-	-	2	0.9	109	0.3
Georgetown	2	49	-	-	-	-	-	-	2	0.9	49	0.2
Newmarket	1	175	-	-	-	-	-	-	1	0.5	175	0.6
Oakville	2	44	-	-	-	-	-	-	2	0.9	44	0.1
Oshawa	2	410	-	-	-	-	-	-	2	0.9	410	1.3
Port Credit (Mississauga)	1	10	-	-	-	-	-	-	1	0.5	10	a
Richmond Hill	1	5	-	-	-	-	-	-	1	0.5	5	a
Toronto Metropolitan	36	7,198	1	271	1	200	1	755	39	18.0	8,424	26.8
<u>Niagara</u>	19	2,794	-	-	2	949	2	1,981	23	10.6	5,724	18.2
Brantford	5	455	-	-	-	-	-	-	5	2.3	455	1.5
Fort Erie	1	5	-	-	-	-	-	-	1	0.5	5	a
Hamilton	5	1,408	-	-	1	819	1	1,750	7	3.2	3,977	12.7
Niagara Falls	2	297	-	-	-	-	-	-	2	0.9	297	0.9
St. Catharines	3	246	-	-	1	130	1	231	5	2.3	607	1.9
Welland	2	253	-	-	-	-	-	-	2	0.9	253	0.8
Remainder	1	130	-	-	-	-	-	-	1	0.5	130	0.4
<u>Lake Erie</u>	8	1,462	-	-	1	268	-	-	9	4.2	1,730	5.5
London	3	886	-	-	1	268	-	-	4	1.8	1,154	3.7
St. Thomas	1	281	-	-	-	-	-	-	1	0.5	281	0.9
Simcoe	1	125	-	-	-	-	-	-	1	0.5	125	0.4
Tillsonburg	1	5	-	-	-	-	-	-	1	0.5	5	a
Woodstock	2	165	-	-	-	-	-	-	2	0.9	165	0.5

TABLE 1 cont'd.

ECONOMIC REGION AND URBAN CENTRE OF 5,000 AND MORE POPULATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
<u>Lake St. Clair</u>	18	2,030	1	70	3	296	-	-	22	10.2	2,396	7.6
Chatham	4	401	-	-	-	-	-	-	4	1.9	401	1.3
Leamington	1	67	-	-	-	-	-	-	1	0.5	67	0.2
Sarnia	1	195	1	70	-	-	-	-	2	0.9	265	0.8
Wallaceburg	1	75	-	-	1	21	-	-	2	0.9	96	0.3
Windsor	11	1,292	-	-	2	275	-	-	13	6.0	1,567	5.0
<u>Midwestern Ontario</u>	13	1,256	-	-	3	260	-	-	16	7.4	1,516	4.8
Galt	1	6	-	-	-	-	-	-	1	0.5	6	a
Goderich	1	61	-	-	-	-	-	-	1	0.5	61	0.2
Guelph	4	458	-	-	1	140	-	-	5	2.3	598	1.9
Kitchener-Waterloo	4	435	-	-	2	120	-	-	6	2.8	555	1.8
Stratford	1	266	-	-	-	-	-	-	1	0.5	266	0.8
Remainder	2	30	-	-	-	-	-	-	2	0.9	30	0.1
<u>Georgian Bay</u>	10	743	-	-	1	24	-	-	11	5.1	767	2.4
Barrie	2	135	-	-	-	-	-	-	2	0.9	135	0.4
Collingwood	1	75	-	-	-	-	-	-	1	0.5	75	0.2
Midland	1	80	-	-	-	-	-	-	1	0.5	80	0.3
Orangeville	1	75	-	-	-	-	-	-	1	0.5	75	0.2
Orillia	2	116	-	-	-	-	-	-	2	0.9	116	0.4
Owen Sound	1	193	-	-	-	-	-	-	1	0.5	193	0.6
Remainder	2	69	-	-	1	24	-	-	3	1.4	93	0.3
<u>Northeastern Ontario</u>	17	1,689	1	3	1	13	3	297	22	10.2	2,002	6.4
North Bay	4	359	-	-	-	-	-	-	4	1.8	359	1.1
Sault Ste. Marie	2	416	-	-	-	-	-	-	2	0.9	416	1.3
Sturgeon Falls	-	-	-	-	-	-	1	110	1	0.5	110	0.4
Sudbury	5	577	-	-	-	-	1	170	6	2.8	747	2.4
Remainder	6	337	1	3	1	13	1	17	9	4.2	370	1.2
<u>Lakehead-Northwestern Ontario</u>	16	1,144	2	59	1	112	1	33	20	9.3	1,348	4.3
Dryden	1	3	-	-	-	-	-	-	1	0.5	3	a
Fort Frances	1	90	1	5	-	-	-	-	2	0.9	95	0.3
Kenora	2	89	-	-	-	-	-	-	2	0.9	89	0.3
Thunder Bay	9	914	1	54	1	112	-	-	11	5.1	1,080	3.4
Remainder	3	48	-	-	-	-	1	33	4	1.9	81	0.3
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Less than 0.05 percent.

TABLE 2

UNIONS REPRESENTING EMPLOYEES COVERED BY ONTARIO HOSPITAL AGREEMENTS

UNION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
Canadian Union of General Employees	2	581	-	-	-	-	-	-	2	0.9	581	1.8
Canadian Union of Operating Engineers	23	148	-	-	-	-	-	-	23	10.6	148	0.5
Canadian Union of Public Employees	40	7,323	2	191	-	-	7	4,506	49	22.7	12,020	38.2
Civil Service Association of Ontario	-	-	1	22	-	-	-	-	1	0.5	22	0.1
International Union of District 50 United Mine Workers of America	1	17	-	-	-	-	-	-	1	0.5	17	0.1
International Union of Operating Engineers	55	503	-	-	-	-	-	-	55	25.5	503	1.6
National Federation of Services	3	1,067	-	-	-	-	-	-	3	1.4	1,067	3.4
Nurses Associations	-	-	-	-	18	3,382	-	-	18	8.3	3,382	10.8
Office and Professional Employees International Union	1	26	3	127	-	-	2	50	6	2.8	203	0.6
Service Employees International Union	54	12,299	1	271	-	-	-	-	55	25.5	12,570	40.0
	2	798	1	115	-	-	-	-	3	1.4	913	2.9
Other Unions												
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

TABLE 3
DURATION OF ONTARIO HOSPITAL AGREEMENTS

DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agmts. Empls.		Agmts. Empls.		Agmts. Empls.		Agmts. Empls.		AGREEMENTS		EMPLOYEES	
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	No.	%	No.	%
Less than one year	2	278	-	-	-	-	-	-	2	0.9	278	0.9
One year	43	3,755	-	-	11	2,236	3	3,905	57	26.4	9,896	31.5
More than one year, but less than two years	33	7,245	-	-	5	894	1	33	39	18.1	8,172	26.0
Two years	91	9,138	7	721	2	252	4	387	104	48.1	10,498	33.4
More than two years but less than three years	10	1,702	1	5	-	-	1	231	12	5.5	1,938	6.2
Three years	1	5	-	-	-	-	-	-	1	0.5	5	a
Indefinite duration	1	639	-	-	-	-	-	-	1	0.5	639	2.0
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Less than 0.05 percent.

TABLE 4

MONTH AND YEAR OF EXPIRATION OF ONTARIO HOSPITAL AGREEMENTS

MONTH	1969		1970		1971		1972		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
January	4	220	5	124	8	1,088	1	5	18	8.3	1,437	4.6
February	1	100	5	881	2	69	-	-	8	3.7	1,050	3.3
March	4	28	4	340	9	1,773	-	-	17	7.9	2,141	6.8
April	3	477	10	885	3	700	-	-	16	7.4	2,062	6.6
May	1	5	7	1,064	7	781	-	-	15	6.9	1,850	5.9
June	2	505	10	708	6	372	-	-	18	8.3	1,585	5.0
July	-	-	1	5	-	-	-	-	1	0.5	5	a
August	-	-	2	241	2	80	-	-	4	1.9	321	1.0
September	-	-	4	1,873	-	-	-	-	4	1.9	1,873	6.0
October	1	160	3	771	2	10	-	-	6	2.8	941	3.0
November	1	9	6	787	1	9	-	-	8	3.7	805	2.6
December	41	7,082	56	8,920	3	715	-	-	100	46.3	16,717	53.2
Indefinite expiration	-	-	-	-	-	-	-	-	1	0.5	639	2.0
Total	58	8,586	113	16,599	43	5,597	1	5	216	100.0	31,426	100.0

a - Less than 0.05 percent.

TABLE 5
SIZE OF BARGAINING UNITS COVERED BY ONTARIO HOSPITAL AGREEMENTS

SIZE OF BARGAINING UNIT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
Under 25 employees	78	545	3	30	4	62	1	17	86	39.8	654	2.1
25 - 49 employees	10	339	-	-	-	-	1	33	11	5.1	372	1.2
50 - 99 employees	22	1,614	2	124	1	52	1	90	26	12.0	1,880	6.0
100 - 199 employees	30	4,460	2	301	6	698	2	280	40	18.5	5,739	18.3
200 - 499 employees	32	9,178	-	-	5	1,241	1	231	38	17.6	10,650	33.9
500 - 999 employees	8	5,626	1	271	2	1,329	1	755	12	5.6	7,981	25.4
1,000 - 1,999 employees	1	1,000	-	-	-	-	2	3,150	3	1.4	4,150	13.2
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

TABLE 6

TYPES OF BARGAINING UNIT COVERED BY
ONTARIO HOSPITAL AGREEMENTS

Type of Bargaining Unit	Agreements		Employees Covered	
	Number	Percent	Number	Percent
Non-office employees	181	83.8	22,762	72.4
Office employees ^a	8	3.7	726	2.3
Professional employees ^b	18	8.3	3,382	10.8
Office, non-office and professional employees	9	4.2	4,556	14.5
Total	216	100.0	31,426	100.0

a - Includes office, clerical and/or technical employees.

b - Includes nurses.

TABLE 7

UNION MEMBERSHIP REQUIREMENTS UNDER ONTARIO HOSPITAL AGREEMENTS

MEMBERSHIP REQUIREMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	135	18,131	5	266	18	3,382	5	2,294	163	75.5	24,073	76.6
Closed shop	5	35	-	-	-	-	-	-	5	2.3	35	0.1
Union shop	13	425	-	-	-	-	2	1,417	15	6.9	1,842	5.9
Modified union shop	13	1,123	1	3	-	-	2	845	16	7.4	1,971	6.3
Maintenance of membership	15	3,048	2	457	-	-	-	-	17	7.9	3,505	11.1
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

NOTE: A closed shop provision requires the employer to hire and retain in its employ only union members. A union shop provision requires all employees subject to the agreement to become member of the union within a specified time and remain member for the life of the agreement as a condition of employment. A modified union shop requires membership in the union as a condition of employment with the exception of certain groups or classes of employees most commonly those hired before a specified date or those not members at the time the agreement goes into effect. Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the duration of the agreement, present employees who are not members are not required to join the union, new employee need not join but if they do they must maintain membership.

TABLE 8
CHECK-OFF PAYMENTS UNDER ONTARIO HOSPITAL AGREEMENTS

TYPES OF PAYMENT CHECK-OFF	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	3	654	-	-	-	-	-	-	3	1.4	654	2.1
Dues only	157	20,612	8	726	17	3,282	7	3,691	189	87.5	28,311	90.1
Dues and initiation fees	9	815	-	-	-	-	-	-	9	4.2	815	2.6
Dues and assessments	8	302	-	-	-	-	1	755	9	4.2	1,057	3.4
Dues, initiation fees and assessments	4	379	-	-	1	100	1	110	6	2.8	589	1.9
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

NOTE: Check-off is the arrangement whereby the employer regularly deducts union dues from employees' wages and remits them to the union. The arrangement may also provide for deductions of initiation fees and assessments.

TABLE 9
AUTHORIZATION FOR DUES CHECK-OFF UNDER ONTARIO HOSPITAL AGREEMENTS

TYPES OF AUTHORIZATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No check-off provision	3	654	-	-	-	-	-	-	3	1.4	654	2.1
Compulsory	94	15,228	2	386	10	2,521	9	4,556	115	53.2	22,691	72.2
Voluntary	22	343	1	22	1	13	-	-	24	11.1	378	1.2
Modified-compulsory	62	6,537	5	318	7	848	-	-	74	34.3	7,703	24.5
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

NOTE: Authorization for dues check-off was classified into three types: (1) voluntary, where all the employees covered by the agreement may or may not authorize the employer to deduct union dues from their wages; (2) compulsory, where all the employees covered by the agreement are required to have union dues deducted from their wages; and (3) modified-compulsory, where dues deductions are voluntary for some of the employees and compulsory for others.

TABLE 10
STANDARD DAILY HOURS UNDER ONTARIO HOSPITAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
7-1/4 hours	-	-	1	3	-	-	-	-	1	0.5	3	d
7-1/2 hours	4	433	2	76	3	625	1	90	10	4.6	1,224	3.9
7-2/3 hours	1	160	-	-	-	-	-	-	1	0.5	160	0.5
7-7/10 hours	-	-	1	115	-	-	-	-	1	0.5	115	0.4
7-3/4 hours	2	448	-	-	9	2,201	-	-	11	5.1	2,649	8.4
8 hours	172	21,636	2	75	6	556	4	544	184	85.2	22,811	72.6
Varies for different groups	2 ^a	85	2 ^b	457	-	-	4 ^c	3,922	8	3.7	4,464	14.2
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Includes 1 agreement covering 80 employees specifying 7½ hours for nursing group employees and 8 hours for other employees; and 1 covering 5 employees specifying 8½ hours Monday to Thursday and 8 hours on Friday for mechanics and 8 hours for stationary engineers.

b - 7½ hours for the majority and 8 hours for one group.

c - Includes 1 agreement covering 755 employees specifying 7 hours for office employees and nurses and 8 hours for non-office employees; 1 covering 17 employees specifying 7½ hours for office employees and 8 hours for non-office employees; and 2 covering 3,150 employees specifying 7½ hours for office employees and 8 hours for non-office employees.

d - Less than 0.05 percent.

TABLE 11
AVERAGE STANDARD WEEKLY HOURS UNDER ONTARIO HOSPITAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
36-1/4 hours	-	-	1	3	-	-	-	-	1	0.5	3	d
37-1/2 hours	4	433	2	76	3	625	1	90	10	4.6	1,224	3.9
38-1/3 hours	1	160	-	-	-	-	-	-	1	0.5	160	0.5
38-1/2 hours	-	-	1	115	-	-	-	-	1	0.5	115	0.4
38-3/4 hours	2	448	-	-	9	2,201	-	-	11	5.1	2,649	8.4
40 hours	161	21,269	2	75	6	556	4	544	173	80.1	22,444	71.4
42 hours	10	48	-	-	-	-	-	-	10	4.6	48	0.2
Varies for different groups	3 ^a	404	2 ^b	457	-	-	4 ^c	3,922	9	4.2	4,783	15.2
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Includes 1 agreement covering 80 employees specifying 37½ hours for nursing group employees and 8 hours for other employees; and 2 covering 324 employees specifying 40 hours for the majority and 42 hours for stationary engineers.

b - 37½ hours for the majority and 40 hours for one group.

c - Includes 1 agreement covering 755 employees specifying 35 hours for office employees and nurses and 40 hours for non-office employees; 1 covering 17 employees specifying 36¼ hours for office employees and 40 hours for non-office employees; and 2 covering 3,150 employees specifying 37½ hours for office employees and 40 hours for non-office employees.

d - Less than 0.05 percent.

TABLE 12
 COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS
 UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	50	8,058	3	344	3	421	2	107	58	26.8	8,930	28.4
Time and one-half	119	14,084	5	382	14	2,957	7	4,449	145	67.1	21,872	69.6
Straight time followed by time and one-half	1 ^a	3	-	-	-	-	-	-	1	0.5	3	.4
Time and one-half followed by double time	5 ^b	63	-	-	-	-	-	-	5	2.3	63	0.2
Equivalent time off	-	-	-	-	1	4	-	-	1	0.5	4	.4
Equivalent time off or pay at time and one-half	3	363	-	-	-	-	-	-	3	1.4	363	1.2
Time and one-half off or pay at time and one-half	1	160	-	-	-	-	-	-	1	0.5	160	0.5
Other	2 ^c	31	-	-	-	-	-	-	2	0.9	31	0.1
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Straight time first 2 hours, time and one-half thereafter.

b - Time and one-half first 2 hours, double time thereafter.

c - In 1 agreement covering 25 employees, the amount of compensation is not specified; and in 1 covering 6 employees, the compensation is specified as time and one-half, but it is not clear whether this rate applies to daily or weekly overtime.

d - Less than 0.05 percent.

TABLE 13
COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY, BIWEEKLY OR MONTHLY HOURS UNDER
ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	33	4,005	2	169	4	525	5	3,370	44	20.4	8,069	25.7
Time and one-half	135	17,978	4	283	11	2,322	4	1,186	154	71.3	21,769	69.3
Straight time followed by time and one-half	5 ^a	216	-	-	-	-	-	-	5	2.3	216	0.7
Varies for different groups	-	-	1	271	-	-	-	-	1	0.5	271	0.9
Equivalent time off	-	-	-	-	2	514	-	-	2	0.9	514	1.6
Equivalent time off or pay at straight time	1	4	1	3	-	-	-	-	2	0.9	7	c
Equivalent time off or pay at time and one-half	4	368	-	-	1	21	-	-	5	2.3	389	1.2
Time and one half off or pay at time and one-half	1	160	-	-	-	-	-	-	1	0.5	160	0.5
Other	2 ^b	31	-	-	-	-	-	-	2	0.9	31	0.1
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Includes 3 agreements covering 22 employees providing straight time for first 2 hours and time and one-half thereafter; 1 covering 38 employees providing straight time for the first 8 hours and time and one-half thereafter; and 1 covering 156 employees providing straight time for the first 4 hours and time and one-half thereafter.

b - In 1 agreement covering 25 employees the amount of compensation is not specified; and in 1 covering 6 employees the compensation is specified as time and one-half, but it is not clear whether this rate applies to daily or weekly overtime.

c - Less than 0.05 percent.

TABLE 14

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SATURDAY OR SIXTH DAY
UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	148	18,011	6	608	11	996	4	1,681	169	78.2	21,296	67.8
Time and one-half	26	4,247	1	115	7	2,386	3	1,950	37	17.1	8,698	27.7
Double time	3	96	-	-	-	-	1	170	4	1.8	266	0.8
Equivalent time off or pay at straight time	-	-	1	3	-	-	-	-	1	0.5	3	a
Equivalent time off or pay at time and one-half	1	9	-	-	-	-	-	-	1	0.5	9	a
Time and one-half off or pay at straight time	1	159	-	-	-	-	-	-	1	0.5	159	0.5
Time and one-half off or pay at time and one-half	1	160	-	-	-	-	-	-	1	0.5	160	0.5
Time and one-half or another day off	1	80	-	-	-	-	-	-	1	0.5	80	0.3
Time and one-half plus a day off	-	-	-	-	-	-	1	755	1	0.5	755	2.4
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - less than 0.05 percent.

TABLE 15
COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SUNDAY OR SEVENTH DAY
UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	143	17,980	6	608	11	996	4	1,681	164	75.9	21,265	67.7
Time and one-half	21	3,800	1	115	7	2,386	3	1,950	32	14.8	8,251	26.2
Double time	13	574	-	-	-	-	1	170	14	6.5	744	2.4
Equivalent time off or pay at time and one-half	1	9	-	-	-	-	-	-	1	0.5	9	a
Time and one-half off or pay at straight time	1	159	-	-	-	-	-	-	1	0.5	159	0.5
Time and one-half off or pay at time and one-half	1	160	1	3	-	-	-	-	2	0.9	163	0.5
Time and one-half or another day off	1	80	-	-	-	-	-	-	1	0.5	80	0.3
Time and one-half plus a day off	-	-	-	-	-	-	1	755	1	0.5	755	2.4
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Less than 0.05 percent.

TABLE 16
PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO HOSPITAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	140	18,426	8	726	16	2,511	8	2,806	172	79.6	24,469	77.9
\$0.75 per meal	2	102	-	-	-	-	-	-	2	0.9	102	0.3
\$1.00 per meal	1	15	-	-	-	-	-	-	1	0.5	15	a
\$1.50 per meal	5	128	-	-	-	-	1	1,750	6	2.8	1,878	6.0
\$2.00 per meal	5	33	-	-	-	-	-	-	5	2.3	33	0.1
\$2.50 per meal	1	5	-	-	-	-	-	-	1	0.5	5	a
\$3.00 per meal	1	5	-	-	-	-	-	-	1	0.5	5	a
Meals paid for, but amount not specified	2	378	-	-	-	-	-	-	2	0.9	378	1.2
Meals furnished by the employer	20	3,492	-	-	1	52	-	-	21	9.7	3,544	11.3
Meals paid for or furnished by the employer	3	163	-	-	1	819	-	-	4	1.8	982	3.1
Other	1	15	-	-	-	-	-	-	1	0.5	15	a
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Less than 0.05 percent.

TABLE 17
SECOND SHIFT PREMIUMS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	88	11,323	4	333	1	4	3	160	96	44.4	11,820	37.6
Cents per hour												
4 cents	2	377	-	-	-	-	1	170	3	1.4	547	1.7
5 cents	6	1,009	1	186	-	-	-	-	7	3.2	1,195	3.8
7 cents	2	87	-	-	-	-	-	-	2	0.9	87	0.3
8 cents	1	6	-	-	-	-	-	-	1	0.5	6	d
10 cents	5	249	2	185	-	-	1	90	8	3.7	524	1.7
12 cents	1	5	-	-	-	-	-	-	1	0.5	5	d
13 cents	2	600	-	-	-	-	-	-	2	0.9	600	1.9
14 cents	-	-	-	-	1	52	-	-	1	0.5	52	0.2
15 cents	2	11	-	-	-	-	-	-	2	0.9	11	d
Other	1 ^a	75	-	-	-	-	-	-	1	0.5	75	0.2
Amount per shift												
50 cents	16	3,404	-	-	-	-	-	-	16	7.4	3,404	10.8
75 cents	3	530	-	-	-	-	-	-	3	1.4	530	1.7
80 cents	2	237	-	-	-	-	-	-	2	0.9	237	0.8
\$1.00	41	4,595	1	22	14	2,704	4	4,136	60	27.8	11,457	36.5
Amount per month												
\$10.00	1	110	-	-	-	-	-	-	1	0.5	110	0.4
\$15.00	1	9	-	-	1	112	-	-	2	0.9	121	0.4
Percent of wages												
6 percent	1	90	-	-	-	-	-	-	1	0.5	90	0.3
Not specified	6 ^b	45	-	-	-	-	-	-	6	2.8	45	0.1
Other	-	-	-	-	1 ^c	510	-	-	1	0.5	510	1.6
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	51,426	100.0

a - 5 cents effective October 1, 1970.

b - Premiums included in wages.

c - 13 cents per hour for Instructors, \$1.00 per shift for other nurses.

d - Less than 0.05 percent.

TABLE 18
THIRD SHIFT PREMIUMS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	88	11,323	4	333	1	4	3	160	96	44.4	11,820	37.6
Cents per hour												
5 cents	3	507	-	-	-	-	-	-	3	1.4	507	1.6
6 cents	2	377	-	-	-	-	1	170	3	1.4	547	1.7
7 cents	1	7	-	-	-	-	-	-	1	0.5	7	d
8 cents	1	9	-	-	-	-	-	-	1	0.5	9	d
10 cents	7	627	2	301	-	-	1	90	10	4.6	1,018	3.2
12 cents	3	206	1	70	-	-	-	-	4	1.8	276	0.9
13 cents	2	600	-	-	-	-	-	-	2	0.9	600	1.9
14 cents	-	-	-	-	1	52	-	-	1	0.5	52	0.2
15 cents	2	11	-	-	-	-	-	-	2	0.9	11	d
Other	1 ^a	75	-	-	-	-	-	-	1	0.5	75	0.2
Amount per shift												
50 cents	16	3,404	-	-	-	-	-	-	16	7.4	3,404	10.8
75 cents	3	530	-	-	-	-	-	-	3	1.4	530	1.7
80 cents	2	237	-	-	-	-	-	-	2	0.9	237	0.8
\$1.00	41	4,595	1	22	13	2,691	4	4,136	59	27.3	11,444	36.4
\$2.00	-	-	-	-	1	13	-	-	1	0.5	13	d
Amount per month												
\$10.00	1	110	-	-	-	-	-	-	1	0.5	110	0.4
\$15.00	1	9	-	-	1	112	-	-	2	0.9	121	0.4
Percent of wages												
8 percent	1	90	-	-	-	-	-	-	1	0.5	90	0.3
Not specified	6 ^b	45	-	-	-	-	-	-	6	2.8	45	0.1
Other	-	-	-	-	1 ^c	510	-	-	1	0.5	510	1.6
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - 5 cents effective October 1, 1970.

b - Premiums included in wages.

c - 13 cents per hour for Instructors, \$1.00 per shift for other nurses.

d - Less than 0.05 percent.

TABLE 19
REPORTING PAY GUARANTEES^a UNDER ONTARIO HOSPITAL AGREEMENTS

MINIMUM GUARANTEE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	117	9,941	6	269	7	1,235	7	4,296	137	63.4	15,741	50.1
2 hours of work or pay	4	587	-	-	-	-	-	-	4	1.9	587	1.9
3 hours of work or pay	9	1,287	-	-	-	-	-	-	9	4.2	1,287	4.1
4 hours of work or pay	50	10,647	2	457	11	2,147	1	90	64	29.6	13,341	42.4
Graduated payments	1 ^b	300	-	-	-	-	1 ^a	170	2	0.9	470	1.5
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Reporting pay provisions guarantee employees an amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.

b - 3 hours for reporting, 4 hours if work was started.

TABLE 20
CALL-BACK PAY GUARANTEES^a UNDER ONTARIO HOSPITAL AGREEMENTS

MINIMUM GUARANTEE AND RATE OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	45	5,297	2	240	2	17	2	127	51	23.6	5,681	18.1
2 hours at straight time	4	307	1	22	-	-	-	-	5	2.3	329	1.0
3 hours at straight time	16	2,189	-	-	3	264	1	755	20	9.3	3,208	10.2
4 hours at straight time	24	1,274	2	73	4	521	-	-	30	13.9	1,868	5.9
2 hours at time and one-half	32	7,348	3	391	3	1,597	2	1,490	40	18.5	10,826	34.4
3 hours at time and one-half	16	2,315	-	-	1	200	4	2,184	21	9.7	4,699	15.0
4 hours at time and one-half	19	1,558	-	-	-	-	-	-	19	8.8	1,558	5.0
2 hours at straight time or actual hours worked at premium rate, whichever is greater	1	6	-	-	-	-	-	-	1	0.5	6	d
3 hours at straight time or actual hours worked at premium rate, whichever is greater	6	1,388	-	-	2	212	-	-	8	3.7	1,600	5.1
4 hours at straight time or actual hours worked at premium rate, whichever is greater	14	832	-	-	1	200	-	-	15	6.9	1,032	3.3
2 hours at applicable overtime rate	1	100	-	-	-	-	-	-	1	0.5	100	0.3
4 hours at applicable overtime rate	2	10	-	-	-	-	-	-	2	0.9	10	d
Other	1	138 ^b	-	-	2 ^c	371	-	-	3	1.4	509	1.6
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Call-back or call in pay provisions guarantee employees an amount of pay or hours of work if they are called back after they have gone home or if they are called in to work out of normally scheduled hours, early in the morning or on weekends.

b - One hour at time and one-half for Driver Attendants, 3 hours at time and one-half for other employees.

c - In 1 agreement covering 350 employees, the guarantee is \$10.00 for operating room nurses for the first call-back and \$5.00 for each successive call-backs and 4 hours at straight time for other nurses; and in 1 agreement covering 21 employees, it is 3 hours equivalent time off.

d - Less than 0.05 percent.

TABLE 21
SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS
UNDER ONTARIO HOSPITAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	82	8,818	5	584	13	2,709	5	2,121	105	48.6	14,232	45.3
Supplied at no cost to employees	87	11,368	3	142	-	-	3	2,325	93	43.1	13,835	44.0
Supplied at some cost to employees	2	218	-	-	-	-	-	-	2	0.9	218	0.7
Monetary allowance	4 ^a	1,151	-	-	4 ^b	660	-	-	8	3.7	1,811	5.8
Other	6 ^c	1,207	-	-	1 ^d	13	1 ^e	110	8	3.7	1,330	4.2
Total	179	22,762	8	726	18	3,382	7	4,556	216	100.0	31,426	100.0

a - Includes 2 agreements covering 1,035 employees providing \$1.00 per week; 1 covering 6 employees providing \$25.00 per year; and 1 covering 110 employees providing \$36.00 per year for female employees and \$50.00 per year for male employees.

b - Includes 1 agreement covering 140 employees providing \$1.00 per week; 2 covering 252 employees providing \$5.00 per month; and 1 covering 268 employees providing \$5.00 per month without laundering services, or \$2.00 per month with laundering services.

c - Includes 1 agreement covering 230 employees in which the Hospital either supplies uniforms at no cost to employees or provides \$5.00 per month toward the purchase of uniforms; 1 covering 195 employees providing \$1.00 per week for Registered Nursing Assistants and the dietary staff and supplying uniforms to other employees at no cost to them; 1 covering 250 employees in which the Hospital either supplies uniforms at no cost to employees or provides \$1.00 per week toward the purchase of uniforms; 1 covering 160 employees providing \$1.00 per week for the nursing staff and supplying uniforms to other employees at no cost to them; 1 covering 160 employees providing \$20.00 per year for Nursing Assistants and supplying uniforms to other employees at no cost to them; and 1 covering 212 employees in which the present policy is to be maintained."

d - Supplied at no cost to operating room and emergency room nurses, \$60.00 per year for other nurses.

e - Present policy to continue.

TABLE 22
 MAINTENANCE^a OF OR ALLOWANCES FOR MAINTENANCE OF WORKING CLOTHING OR
 UNIFORMS UNDER ONTARIO HOSPITAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	94	11,454	5	584	12	1,273	4	2,104	115	53.2	15,415	49.1
Maintained at no cost to employees	86	11,192	3	142	5	1,909	4	2,342	98	45.4	15,585	49.6
Monetary allowance	1 ^b	116	-	-	1 ^c	200	-	-	2	0.9	316	1.0
Other	-	-	-	-	-	-	1 ^d	110	1	0.5	110	0.3
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Refers to laundering and cleaning services.

b - 50 cents per pay period for employees not living in, \$1.00 per pay period for those living in.

c - \$5.00 per month.

d - "Present policy to continue".

TABLE 23
PAID REST PERIODS UNDER ONTARIO HOSPITAL AGREEMENTS

NUMBER OF DAILY PERIODS AND DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	93	4,213	2	59	3	356	-	-	98	45.4	4,628	14.7
1 period, 15 minutes	4	809	1	3	1	819	2	107	8	3.7	1,738	5.5
1 period, 20 minutes	2	110	-	-	-	-	-	-	2	0.9	110	0.4
2 periods, 7 minutes each	1	308	-	-	-	-	-	-	1	0.5	308	1.0
2 periods, 10 minutes each	34	5,398	2	301	3	878	3	1,680	42	19.4	8,257	26.3
2 periods, 15 minutes each	43	11,205	3	363	10	1,129	3	1,019	59	27.3	13,716	43.6
Periods and duration not specified	3	416	-	-	-	-	-	-	3	1.4	416	1.3
Other	1 ^a	303	-	-	1 ^b	200	1 ^c	1,750	3	1.4	2,253	7.2
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - 2 periods of 15 minutes each for elevator operators, 2 periods of 10 minutes each for maintenance employees and hospital assistants, and 1 period of 20 minutes for housekeeping and dietary staff.

b - 1 period of 15 minutes, or 2 periods of 10 minutes each.

c - 2 periods of 15 minutes each if taken in the work area, 2 periods of 10 minutes each if taken in cafeteria.

TABLE 24

PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO HOSPITAL AGREEMENTS

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	172	21,119	8	726	18	3,382	8	3,801	206	95.4	29,028	92.4
One period, 5 minutes	5	981	-	-	-	-	1	755	6	2.8	1,736	5.5
One period, 10 minutes	1	260	-	-	-	-	-	-	1	0.5	260	0.8
One period, 15 minutes	1	230	-	-	-	-	-	-	1	0.5	230	0.7
Two periods, 10 minutes each	1	168	-	-	-	-	-	-	1	0.5	168	0.5
Not specified	1	4	-	-	-	-	-	-	1	0.5	4	a
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Less than 0.05 percent.

TABLE 25

PAID JURY DUTY LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	94	12,094	2	59	7	753	1	17	104	48.1	12,923	41.1
Full pay less jury fees	86	10,501	5	664	11	2,629	7	4,429	109	50.5	18,223	58.0
Not specified	1	167	1	3	-	-	1	110	3	1.4	280	0.9
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

TABLE 26
PAID BEREAVEMENT LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

MAXIMUM DAYS ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	14	508	1	54	-	-	-	-	15	6.9	562	1.8
3 days	129	16,164	4	368	8	1,726	6	2,679	147	68.1	20,937	66.6
5 days	1	31	-	-	1	510	1	17	3	1.4	558	1.8
3 days for death in immediate family, 1 day for other relatives	35	5,929	2	301	8	1,094	2	1,860	47	21.7	9,184	29.2
5 days for death in immediate family, 3 or 1 day for other relatives	-	-	-	-	1	52	-	-	1	0.5	52	0.2
Not specified	1	5	1	3	-	-	-	-	2	0.9	8	b
Other	1 ^a	125	-	-	-	-	-	-	1	0.5	125	0.4
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - 3 days for death in immediate family, with leave for death of other relatives at the discretion of the employer.

b - Less than 0.05 percent.

TABLE 27

ANNUAL PAID SICK LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	8	104	-	-	-	-	-	-	8	3.7	104	0.3
5 days	1	17	-	-	-	-	-	-	1	0.5	17	0.1
10 days	24	2,990	1	3	4	350	1	17	30	13.9	3,360	10.7
12 days	81	9,807	5	558	5	606	5	431	94	43.5	11,727	36.5
13 days	1	260	-	-	-	-	-	-	1	0.5	260	0.8
14 days	1	4	-	-	-	-	-	-	1	0.5	4	d
15 days	17	2,156	1	115	3	810	3	1,603	24	11.1	4,684	14.9
18 days	38	5,894	-	-	6	1,526	2	2,505	46	21.3	9,925	31.6
Varies with length of service	8 ^a	1,520	1 ^b	70	-	-	-	-	9	4.2	1,590	5.1
Other	2 ^c	15	-	-	-	-	-	-	2	0.9	15	d
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Includes 5 agreements covering 935 employees granting 12 days after 1 year of service and 18 days after 5 years; 1 covering 178 employees granting 12 days after 1 year of service and 18 days after 4 years; 1 covering 212 employees granting 10 days after 1 year of service, 12 days after 2 years and 18 days after 5 years; and 1 covering 195 employees granting 12 days after 1 year of service, 18 days after 3 years, 24 days after 4 years, 48 days after 5 years, 48 days at full pay plus 48 at 3/4 pay and 172 at 1/2 pay after 10 years and 72 days at full pay plus 72 at 3/4 pay and 124 at 1/2 pay after 15 years.

b - 12 days after 1 year of service, 18 days after 3 years, 24 days after 4 years, 48 days after 5 years, 48 days at full pay plus 48 at 3/4 pay and 172 at 1/2 pay after 10 years and 72 days at full pay plus 72 at 3/4 pay and 124 at 1/2 pay after 15 years.

c - Details of sick plan not included in agreement.

d - Less than 0.05 percent.

TABLE 28
ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO HOSPITAL
AGREEMENTS

MAXIMUM ACCUMULATION ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No paid sick leave	8	104	-	-	-	-	-	-	8	3.7	104	0.3
Unused sick leave not cumulative	1	195	1	70	-	-	-	-	2	0.9	265	0.8
Under 60 days	2	21	-	-	-	-	-	-	2	0.9	21	0.1
60 - 89 days	77	7,503	3	328	10	1,009	3	160	93	43.1	9,000	28.6
90 - 119 days	51	8,520	2	27	3	436	1	170	57	26.4	9,153	29.1
120 - 149 days	22	2,836	-	-	2	340	2	321	26	12.0	3,497	11.1
150 - 209 days	7	1,902	1	186	1	268	-	-	9	4.2	2,356	7.5
Over 209 days	1	100	-	-	1	819	-	-	2	0.9	919	2.9
No limit specified	10	1,566	1	115	1	510	3	3,905	15	6.9	6,096	19.4
Other	2 ^a	15	-	-	-	-	-	-	2	0.9	15	b
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Details of sick leave plan not included in agreement.

b - Less than 0.05 percent.

TABLE 29
PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF
EMPLOYMENT UNDER ONTARIO HOSPITAL AGREEMENTS

PERCENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No paid sick leave	8	104	-	-	-	-	-	-	8	3.7	104	0.3
Agreements with sick leave plans not specifying payment for unused allowance on termination of employment	93	10,310	5	403	6	483	6	1,881	110	50.9	13,077	41.6
Percent of unused allowance paid under sick leave plans specifying payment on termination of employment												
25 percent	3	283	-	-	1	819	-	-	4	1.9	1,102	3.5
33-1/3 percent	1	91	-	-	-	-	-	-	1	0.5	91	0.3
50 percent	55	9,194	3	323	9	1,805	3	2,675	70	32.4	13,997	44.5
100 percent	9	410	-	-	1	52	-	-	10	4.6	462	1.5
Varies with length of service	10 ^a	2,355	-	-	1 ^b	223	-	-	11	5.1	2,578	8.2
Other	2 ^c	15	-	-	-	-	-	-	2	0.9	15	d
Total	181	22,762	8	726	18	3,382	7	4,556	216	100.0	31,426	100.0

a - Includes 5 agreements covering 1,180 employees paying for 25 percent of unused sick leave after three years of service increasing thereafter by 5 percent for each year of service up to 50 percent after eight years; 1 covering 5 employees paying for 20 percent after five years of service increasing thereafter by 20 percent for each five years up to 100 percent after twenty-five years; 1 covering 260 employees paying for 33-1/3 percent after one year of service and 50 percent after five years; 1 covering 675 employees paying for 15 percent after three years of service increasing thereafter by 5 percent for each year of service up to 100 percent after 20 years; 1 covering 281 employees paying for 50 percent after 15 years of service increasing thereafter by 25 percent for each five years of service up to 100 percent after 20 years; and 1 covering 26 employees paying for 20 percent after two years of service increasing thereafter by 10 percent for each year of service up to 50 percent after 5 years.

b - 25 percent after three years of service increasing thereafter by 5 percent for each year of service up to 50 percent after eight years.

c - Details of sick leave plan not included in agreement.

d - Less than 0.05 percent.

TABLE 30
PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT UNDER ONTARIO
HOSPITAL AGREEMENTS

PERCENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
No paid sick leave	8	104	-	-	-	-	-	-	8	3.7	104	0.3
Agreements with sick leave plans not specifying payment for unused allowance on retirement	134	17,765	6	425	15	2,192	6	2,311	161	74.5	22,693	72.2
Percent of unused allowance paid under sick leave plans specifying payment on retirement												
50 percent	23	1,959	1	115	2	371	1	755	27	12.5	3,200	10.2
75 percent	3	1,002	-	-	-	-	1	90	4	1.9	1,092	3.5
100 percent	10	1,242	1	186	-	-	1	1,400	12	5.6	2,828	9.0
Varies with length of service	1 ^a	675	-	-	1 ^b	819	-	-	2	0.9	1,494	4.7
Other	2 ^c	15	-	-	-	-	-	-	2	0.9	15	d
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - 15 percent after 3 years' service increasing thereafter at the rate of 5 percent for each year of service up to 100 percent after 20 years' service.

b - 100 percent for employees hired before 1950, 50 percent for those hired after 1950.

c - Details of sick leave plan not included in agreement.

d - Less than 0.05 percent.

TABLE 31
PAID HOLIDAYS UNDER ONTARIO HOSPITAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
8 full holidays	11	136	-	-	-	-	-	-	11	5.1	136	0.4
9 full holidays	121	15,213	5	538	2	212	4	544	132	61.1	16,507	52.5
10 full holidays	47	7,372	2	185	16	3,170	3	3,240	68	31.5	13,967	44.4
10 full & 1 half holidays	-	-	1	3	-	-	-	-	1	0.5	3	b
11 full holidays	2	41	-	-	-	-	1	755	3	1.4	796	2.5
Varies for different groups	-	-	-	-	-	-	1 ^a	17	1	0.5	17	0.1
Total	181	22,762	8	726	18	3,382	7	4,556	216	100.0	31,426	100.0

a - 10 full and 1 half holidays for office employees, 9 full days for non-office employees.

b - Less than 0.05 percent.

TABLE 32
COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	6	426	-	-	1	4	-	-	7	3.2	430	1.4
Straight time plus holiday pay	9	229	-	-	-	-	1	170	9	4.2	399	1.3
Time and one-half plus holiday pay	88	8,353	3	261	1	200	2	264	94	43.5	9,078	28.9
Double time plus holiday pay	1	7	-	-	-	-	-	-	1	0.5	7	a
Straight time plus holiday pay or another day off with pay	5	323	-	-	2	192	-	-	7	3.2	515	1.6
Time and one-half plus holiday pay or another day off with pay	25	4,512	-	-	4	369	2	2,505	31	14.4	7,386	23.5
Straight time plus another day off with pay	1	17	-	-	2	124	-	-	3	1.4	141	0.4
Time and one-half plus another day off with pay	9	941	1	115	6	1,574	1	90	17	7.9	2,720	8.7
Another day off with pay	3	701	-	-	2	919	-	-	5	2.3	1,620	5.1
Another day off with pay or an extra day's pay	1	38	1	54	-	-	1	110	3	1.4	202	0.6
Equivalent time off	1	114	-	-	-	-	-	-	1	0.5	114	0.4
Time and one-half off	-	-	1	3	-	-	-	-	1	0.5	3	a
Straight time or equivalent time off plus holiday pay	3	173	-	-	-	-	-	-	3	1.4	173	0.6
Time and one-half or equivalent time off plus holiday pay	7	1,059	-	-	-	-	-	-	7	3.2	1,059	3.4
Time and one-half or time and one-half off plus holiday pay	9	2,684	1	271	-	-	-	-	10	4.6	2,955	9.4
Varies for different groups	1 ^b	193	-	-	-	-	1 ^c	17	2	0.9	210	0.7
Other	12 ^d	2,992	1 ^e	22	-	-	1 ^f	1,400	14	6.5	4,414	14.0
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Less than 0.05 percent.

b - Time and one-half plus holiday pay for Registered Nursing Assistants, Nurses Aides and maintenance staff, another day off with pay for others.

c - Equivalent time off for non-office employees, time and one-half off for office employees.

d - Includes 3 agreements covering 362 employees providing time and one-half plus holiday pay or straight time plus another day off with pay; 2 covering 1,072 employees providing time and one-half plus holiday pay plus another day off without pay; 3 covering 960 employees providing time and one-half off or time and one-half plus holiday pay or time and one-half plus another day off with pay; 1 covering 260 employees providing another day off with pay plus an extra half day's pay or one and one-half days' extra pay; 1 covering 51 employees providing time and one-half off plus holiday pay or time and one-half plus another day off with pay; and 2 covering 287 employees specifying time and one-half plus holiday or allowing holiday overtime to be accumulated to provide an extra week's paid vacation.

e - Another day off with pay or an extra day's paid vacation.

f - For unscheduled work time and three-quarters plus another day off with pay or another time and three-quarters if the day off cannot be granted or another day's pay if the employee fails to request time off as specified; for scheduled work time and one-half plus another day off with pay.

TABLE 33

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION
UNDER ONTARIO HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	1	90	1	186	-	-	-	-	2	0.9	276	0.9
Less than 1 year	1	281	2	137	18	3,382	1	1,400	22	10.2	5,200	16.5
1 year	178	22,216	5	403	-	-	8	3,156	191	88.4	25,775	82.0
Varies for different groups	1 ^a	175	-	-	-	-	-	-	1	0.5	175	0.6
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - After 8 months for Registered Nursing Assistants, after 1 year for others.

TABLE 34
LENGTH OF SERVICE FOR THREE WEEKS' PAID VACATION UNDER ONTARIO
HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	4	295	-	-	-	-	-	-	4	1.8	295	0.9
Less than 1 year	-	-	-	-	-	-	-	-	-	-	-	-
1 year	1	90	3	323	15	228	1	1,400	3	1.4	228	0.7
2 years	1	80	-	-	-	-	-	-	20	9.3	4,967	15.8
3 years	2	390	-	-	-	-	-	-	1	0.5	80	0.3
5 years	32	3,799	-	-	-	-	-	-	2	0.9	390	1.2
6 years	3	191	-	-	-	-	-	-	32	14.8	3,799	12.1
7 years	30	3,444	1	3	-	-	1	33	4	1.8	224	0.7
8 years	56	8,988	3	346	-	-	3	418	34	15.7	3,865	12.3
9 years	15	1,356	-	-	-	-	1	110	60	27.8	9,444	30.1
10 years	13	179	1	54	-	-	-	-	15	6.9	1,356	4.3
12 years	1	38	-	-	-	-	-	-	14	6.5	233	0.7
Varies for different groups	21 ^a	3,504	-	-	-	-	-	-	1	0.5	38	0.1
Changes during term of agreement	1 ^c	189	-	-	-	-	3 ^b	2,595	24	11.1	6,099	19.4
Other	1 ^d	219	-	-	-	-	-	-	1	0.5	189	0.6
									1	0.5	219	0.7
Total	184	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

- a - In 5 agreements covering 823 employees the service requirement is 5 years for Registered Nursing Assistants and 8 years for others; in 1 covering 112 employees it is 5 years for Registered Nursing Assistants and Operating Room Technicians and 8 years for others; in 1 covering 230 employees it is 5 years for Registered Nursing Assistants and 7 years for others; in 1 covering 291 employees it is 3 years for Registered Nursing Assistants and 7 years for others; in 1 covering 67 employees it is 3 years for Registered Nursing Assistants and 9 years for others; in 1 covering 432 employees it is 1 year for Registered Nursing Assistants and 5 years for others; in 1 covering 250 employees it is 1 year for Registered Nursing Assistants and 7 years for others; in 3 covering 441 employees it is 1 year for Registered Nursing Assistants and 8 years for others; in 1 covering 175 employees it is 1 year for Registered Nursing Assistants and 9 years for others; in 1 covering 32 employees it is 1 year for Registered Nursing Assistants and 10 years for others; in 1 covering 91 employees it is 1 year for nursing staff and 7 years for others; in 1 covering 248 employees it is 1 year for Nursing Assistants and Orderlies and 7 years for others; in 1 covering 80 employees it is 1 year for Nursing Assistants and 8 years for others; in 1 covering 77 employees it is 1 year for Registered Nursing Assistants, Practical Nurses, Nurses Aides and Orderlies and 7 years for others; and in 1 covering 125 employees it is 1 year for Registered Nursing Assistants and Orderlies and 5 years for others.
- b - In 1 agreement covering 1,750 employees the service requirement is 1 year for Laboratory Technicians Grades 1 to 3, Heart Investigation Unit Technicians and Physiological Monitoring Technicians and 5 years for others; in 1 covering 755 it is 1 year for Nurses, 3 years for Orderlies and 7 years for others; and in 1 covering 90 employees it is 1 year for Registered Nursing Assistants and graduates of the Hospital and 5 years for others.
- c - Changes from 8 to 7 years in 1971.
- d - Changes from 6 years for Registered Nursing Assistants and 8 years for other employees to 5 years for Registered Nursing Assistants and 7 years for others.

TABLE 35

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION
UNDER ONTARIO HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	53	3,263	1	54	-	-	-	-	54	25.0	3,317	10.6
1 year	-	-	-	-	2	28	-	-	2	0.9	28	0.1
2 years	-	-	-	-	2	125	-	-	2	0.9	125	0.4
5 years	-	-	-	-	7	1,077	-	-	7	3.2	1,077	3.4
8 years	1	40	1	22	-	-	-	-	2	0.9	62	0.2
10 years	3	247	-	-	-	-	-	-	3	1.4	247	0.8
12 years	2	96	1	5	-	-	-	-	3	1.4	101	0.3
14 years	2	13	-	-	-	-	-	-	2	0.9	13	e
15 years	35	4,758	1	115	-	-	2	1,570	38	17.6	6,443	20.5
16 years	5	933	1	70	-	-	2	788	8	3.7	1,791	5.7
17 years	15	3,336	-	-	-	-	-	-	15	6.9	3,336	10.6
18 years	34	6,605	3	460	-	-	1	17	38	17.6	7,082	22.5
19 years	3	1,017	-	-	-	-	-	-	3	1.4	1,017	3.2
20 years	19	699	-	-	-	-	2	341	21	9.7	1,040	3.3
25 years	3	420	-	-	-	-	-	-	3	1.4	420	1.3
Varies for different groups	3 ^a	317	-	-	7 ^b	2,152	2 ^c	1,840	12	5.6	4,309	13.7
Changes during term of agreement	3 ^d	1,018	-	-	-	-	-	-	3	1.4	1,018	3.2
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - In 1 agreement covering 125 employees the service requirement is 10 years for Registered Nursing Assistants and 18 years for other employees; in 1 covering 112 employees it is 8 years for Nursing Assistants and 15 years for other employees; and in 1 covering 80 employees it is 15 years for Registered Nursing Assistants and Operating Room Technicians and 18 years for other employees.

b - In 1 agreement covering 810 employees the service requirement is 1 year for Assistant Head Nurses and those above this rank and 4 years for those below the rank of Assistant Head Nurse; in 1 covering 510 it is 1 year for Instructors, Assistant Head Nurses, Public Health Nurses and Infection Control Officers and 4 years for general staff nurses and the Registrar of the School of Nursing; in 1 covering 223 employees it is 1 year for Teachers and 5 years for general nurses; in 1 covering 200 employees it is 1 year for Assistant Head Nurse and 5 for other nurses; in 1 covering 100 employees it is 1 year for Head Nurses, Assistant Head Nurses and Teachers and 5 years for other nurses; in 1 covering 200 employees it is 1 year for Assistant Head Nurses and 5 years for other nurses; in 1 covering 100 employees it is 1 year for Head Nurses and Teachers and 5 years for other nurses; and in 1 covering 100 employees it is 1 year for Teachers and 10 years for other nurses.

c - In 1 agreement covering 90 employees the service requirement is 8 years for Registered Nursing Assistants and graduates of the Hospital and 15 years for other employees; and in 1 agreement covering 1,750 employees it is 1 year for Radio-Isotope Technicians and Radiological Technicians Grades 1 to 3, 5 years for Laboratory Technologist Grades 1 to 3, Physiological Monitoring Technicians and Heart Investigation Unit Technicians and 15 years for others.

d - In 1 agreement covering 651 employees the service requirement changes from 18 to 17 years in 1971; in 1 covering 219 employees it changes from 19 to 18 years in 1971; and in 1 covering 168 employees it changes from 20 to 17 years as of June 1, 1970.

e - Less than 0.05 percent.

TABLE 36
LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION
UNDER ONTARIO HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	172	21,085	7	723	14	2,743	8	3,156	201	93.0	27,707	88.2
5 years	-	-	-	-	1	200	-	-	1	0.5	200	0.6
15 years	-	-	-	-	1	100	-	-	1	0.5	100	0.3
19 years	-	-	-	-	1	116	-	-	1	0.5	116	0.4
20 years	1	5	-	-	-	-	-	-	1	0.5	5	a
25 years	6	1,224	1	3	1	223	1	1,400	9	4.2	2,850	9.1
28 years	2	448	-	-	-	-	-	-	2	0.9	448	1.4
Total	181	22,762	8	726	18	3,382	9	4,554	216	100.0	31,426	100.0

a - Less than 0.05 percent.

TABLE 37

EMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL INSURANCE PLANS
UNDER ONTARIO HOSPITAL AGREEMENTS

PERCENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	8	72	-	-	-	-	-	-	8	3.7	72	0.2
50 percent	3	180	-	-	-	-	1	110	4	1.8	290	0.9
60 percent	1	4	-	-	-	-	-	-	1	0.5	4	d
66-2/3 percent	160	21,770	7	704	16	3,138	8	4,446	191	88.4	30,058	95.6
100 percent	1	266	-	-	-	-	-	-	1	0.5	266	0.8
Not specified	5	151	-	-	1	21	-	-	6	2.8	172	0.5
Other	3 ^a	319	1 ^b	22	1 ^c	223	-	-	5	2.3	564	1.8
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Includes 2 agreements covering 330 employees providing 100 percent for single employees and 66-2/3 percent for married employees and employees with dependents; and 1 covering 61 employees providing 100 percent for single employees and 50 percent for married employees and employees with dependents.

b - \$3.66 per month for single employees, \$7.33 per month for married employees.

c - 100 percent for single employees, 66-2/3 percent for married employees and employees with dependents.

d - Less than 0.05 percent.

TABLE 38

EMPLOYER CONTRIBUTIONS TO BASIC MEDICAL AND SURGICAL INSURANCE
PLANS UNDER ONTARIO HOSPITAL AGREEMENTS

PERCENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	8	70	1	54	-	-	-	-	9	4.2	124	0.4
50 percent	4	186	-	-	-	-	1	110	5	2.3	296	0.9
60 percent	1	4	-	-	-	-	-	-	1	0.5	4	d
66-2/3 percent	159	22,027	6	650	16	3,138	8	4,446	189	87.5	30,261	96.3
100 percent	1	5	-	-	-	-	-	-	1	0.5	5	d
Not specified	5	151	-	-	1	21	-	-	6	2.8	172	0.5
Other	3 ^a	319	1 ^b	22	1 ^c	223	-	-	5	2.3	564	1.8
Total	181	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

a - Includes 2 agreements covering 330 employees providing 100 percent for single employees and 66-2/3 percent for married employees and employees with dependents; and 1 covering 61 employees providing 100 percent for single employees and 50 percent for married employees and employees with dependents.

b - \$3.66 per month for single employees, \$7.33 per month for married employees.

c - 100 percent for single employees, 66-2/3 percent for married employees and employees with dependents.

d - Less than 0.05 percent.

TABLE 39

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS UNDER
ONTARIO HOSPITAL AGREEMENTS

PERCENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	54	4,281	3	81	2	450	1	110	60	27.8	4,922	15.7
50 percent	15	209	-	-	1	223	1	170	17	7.9	602	1.9
66-2/3 percent	104	14,108	4	575	13	2,636	7	4,276	128	59.3	21,595	68.7
100 percent	1	4	-	-	1	52	-	-	2	0.9	56	0.2
Not specified	7	4,160	1	70	1	21	-	-	9	4.2	4,251	13.5
Total	181	22,762	8	726	18	3,882	9	4,556	216	100.0	31,426	100.0

TABLE 40

PENSION PLANS UNDER ONTARIO HOSPITAL AGREEMENTS

FINANCING ARRANGEMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	84	10,552	1	70	4	521	-	-	89	41.2	11,143	35.4
Employer and employee share cost	85	10,292	6	602	14	2,861	9	4,556	114	52.8	18,311	58.3
Not specified	12	1,918	1	54	-	-	-	-	13	6.0	1,972	6.3
Total	179	22,762	8	726	18	3,382	9	4,556	216	100.0	31,426	100.0

P A R T I I

RATES OF PAY

Table 1

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	072	4	Wkly.	77	334	88	381	Jan. 1, 70	June 30, 70
	"	"	"	79	342	91	390	July 1, 70	Dec. 31, 70
	055	8	"	80	347	89	386	Jan. 1, 69	Dec. 31, 69
Clerk II	055	8	"	84	364	97	420	Jan. 1, 69	Dec. 31, 69
	035	6	Mthly.	275		330		Oct. 6, 69	Oct. 5, 70
Clerk III	055	8	Wkly.	89	386	105	455	Jan. 1, 69	Dec. 31, 69
	035	6	Mthly.	300		355		Oct. 6, 69	Oct. 5, 70
Clerk IV	055	8	Wkly.	97	420	113	489	Jan. 1, 69	Dec. 31, 69
Clerk V	055	8	"	105	455	120	520	Jan. 1, 69	Dec. 31, 69
Clerk VI	055	8	"	108	468	127	550	Jan. 1, 69	Dec. 31, 69
Clerk Typist I	035	6	Mthly.	275		330		Oct. 6, 69	Oct. 5, 70
	211	4	"	260		300		July 21, 69	Jan. 27, 71
	072	"	Wkly.	80	347	92	398	Jan. 1, 70	June 30, 70
	"	"	"	83	359	94	407	July 1, 70	Dec. 31, 70
	055	8	"	84	364	97	420	Jan. 1, 69	Dec. 31, 69
Clerk Typist II	035	6	Mthly.	300		355		Oct. 6, 69	Oct. 5, 70
	211	4	"	295		335		July 21, 69	Jan. 27, 71
	055	8	Wkly.	89	386	105	455	Jan. 1, 69	Dec. 31, 69
Clerk Typist III	035	6	Mthly.	321		385		Oct. 6, 69	Oct. 5, 70
	211	4	"	360		400		July 21, 69	Jan. 27, 71
Receptionist	035	6	"	321		385		Oct. 6, 69	Oct. 5, 70
	055	8	Wkly.	84	364	97	420	Jan. 1, 69	Dec. 31, 69
Stenographer I	035	6	Mthly.	300		355		Oct. 6, 69	Oct. 5, 70
	211	4	"	325		385		July 21, 69	Jan. 27, 71
	055	8	Wkly.	89	386	105	455	Jan. 1, 69	Dec. 31, 69

Table 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Stenographer II	035 055	6 8	Mthly. Wkly.	351 105	455	425 120	520	Oct. 6, 69 Jan. 1, 69	Oct. 5, 70 Dec. 31, 69	
Stenographer, Medical I	035 072 " 055	6 4 " 8	Mthly. Wkly. " "	321 84 87 89	364 377 386	385 96 99 105	416 429 455	Oct. 6, 69 Jan. 1, 70 July 1, 70 Jan. 1, 69	Oct. 5, 70 June 30, 70 Dec. 31, 70 Dec. 31, 69	
Stenographer, Medical II	035	6	Mthly.	351		425		Oct. 6, 69	Oct. 5, 70	
Telephone Operator	055 035 211 072 "	8 6 4 " "	Wkly. Mthly. " Wkly. "	84 300 280 80 83	364	97 355 320 92 359	420 398 407	Jan. 1, 69 Oct. 6, 69 July 21, 69 Jan. 1, 70 July 1, 70	Dec. 31, 69 Oct. 5, 70 Jan. 27, 71 June 30, 70 Dec. 31, 70	
<u>Dietary</u>										
Cook	063 " " 055 132	4 " " 8 6	" " " Mthly.	92 95 89 339	399 412 386	105 108 101 396	455 468 437	Jan. 1, 70 July 1, 70 Jan. 1, 69 Sep. 1, 69	June 30, 70 Dec. 31, 70 Dec. 31, 69 May 1, 70	
	161 211 007 "	6 4 " "	Wkly. Mthly. Bi-Wkly. "	76 386 147 161	329	89 426 319 348	386 353 384	Jan. 1, 70 July 21, 69 June 1, 69 June 1, 70	Dec. 31, 70 Jan. 27, 71 May 31, 70 May 31, 71	
	186 " " 006 165	3 " " 4 3	Mthly. " " Wkly.	380 400 293 106		410 430 322 122	529	Jan. 19, 70 June 1, 70 Apr. 1, 69 July 1, 70	May 31, 70 Jan. 18, 71 Apr. 1, 70 Dec. 31, 70	
	" 072 "	" 4 "	" " "	109 77 80	472 334 347	125 85 88	542 368 381	Jan. 1, 71 Jan. 1, 70 July 1, 70	June 30, 71 June 30, 70 Dec. 31, 70	
Dishwasher	165 " 055	3 " 8	" " "	83 86 81	360 373 351	93 95 90	403 412 390	July 1, 70 Jan. 1, 71 Jan. 1, 69	Dec. 31, 70 June 30, 71 Dec. 31, 69	
Kitchen Helper (Female)	072 " 132	4 " 6	" " Mthly.	64 66 254	278 286	72 74 306	312 327	Jan. 1, 70 July 1, 70 Sep. 1, 69	June 30, 70 Dec. 31, 70 May 1, 70	

Table 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Orderly (Trained) (cont'd.)	161	6	Wkly.	88	381	110	476	Jan. 1, 70	Dec. 31, 70	
	007	4	Bi-Wkly.	161	348	178	386	June 1, 69	May 31, 70	
	"	"	"	175	379	194	421	June 1, 70	May 31, 71	
	055	8	Wkly.	88	381	99	429	Jan. 1, 69	Dec. 31, 69	
	165	3	"	92	399	105	455	July 1, 70	Dec. 31, 70	
	"	"	"	95	412	108	468	Jan. 1, 71	June 30, 71	
	186	"	Mthly.	353	380	380	380	Jan. 19, 70	May 31, 70	
	"	"	"	373	400	400	400	June 1, 70	Jan. 18, 71	
	006	4	"	348		402		Apr. 1, 69	Apr. 1, 70	
	138	1	Wkly.	79	342	93	403	July 1, 69	July 1, 70	
	063	4	"	92	399	105	455	Jan. 1, 70	June 30, 70	
	"	"	"	95	412	108	468	July 1, 70	Dec. 31, 70	
	Porter-Cleaner	072	4	"	76	329	83	360	Jan. 1, 70	June 30, 70
		"	"	"	78	338	85	368	July 1, 70	Dec. 31, 70
		132	6	Mthly.	312		370		Sep. 1, 69	May 1, 70
		211	4	"	305		345		Jan. 21, 69	Jan. 27, 71
		161	6	Wkly.	81	351	95	412	Jan. 1, 70	Dec. 31, 70
		007	4	"	143	310	158	343	June 1, 69	May 31, 70
"		"	"	156	338	173	374	June 1, 70	May 31, 70	
055		8	"	81	351	90	390	Jan. 1, 69	Dec. 31, 69	
138		1	"	77	333	92	398	July 1, 69	July 1, 70	
186		3	Mthly.	339		365		Jan. 19, 70	May 31, 70	
"		"	"	357		383		June 1, 70	Jan. 18, 71	
006		4	"	328		362		Apr. 1, 69	Apr. 1, 70	
165		3	Wkly.	83	360	93	403	July 1, 70	Dec. 31, 70	
"		"	"	86	373	95	412	Jan. 1, 71	June 30, 71	
063		4	"	85	368	95	412	Jan. 1, 70	June 30, 70	
"		"	"	88	381	98	425	July 1, 70	Dec. 31, 70	
Seamstress		132	6	Mthly.	285		337		Sep. 1, 69	May 1, 70
		161	"	Wkly.	73	316	84	364	Jan. 1, 70	Dec. 31, 70
	211	4	Mthly.	250		290		July 21, 69	Jan. 27, 71	
	007	"	Bi-Wkly.	127	274	141	305	June 1, 69	May 31, 70	
	"	"	"	138	299	153	333	June 1, 70	May 31, 71	
	055	8	Wkly.	69	299	77	334	Jan. 1, 69	Dec. 31, 69	
	138	1	"	59	256	73	316	July 7, 69	July 7, 70	
	186	3	Mthly.	274		307		Jan. 19, 70	May 31, 70	
	"	"	"	289		322		June 1, 70	Jan. 18, 71	

Table 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Storeman	211	4	Mthly.	360		400		July 21, 69	Jan. 27, 71
	007	"	Bi-Wkly.	165	358	185	400	June 1, 69	May 31, 70
	"	"	"	180	390	201	436	June 1, 70	May 31, 71
	186	3	Mthly.	365		415		Jan. 19, 70	May 31, 70
	"	"	"	386		436		June 1, 70	Jan. 18, 71
	055	8	Wkly.	88	381	99	429	Jan. 1, 69	Dec. 31, 69
	161	6	"	86	373	107	464	Jan. 1, 70	Dec. 31, 70
Washman	132	6	Mthly.	339		396		Sep. 1, 69	May 1, 70
	211	4	"	335		375		July 21, 69	Jan. 27, 71
	055	8	Wkly.	89	386	90	390	Jan. 1, 69	Dec. 31, 69
	161	6	"	98	425	110	477	Jan. 1, 70	Dec. 31, 70
	138	1	"	60	260	72	312	July 7, 69	July 7, 70
	186	3	Mthly.	298		330		Jan. 19, 70	May 31, 70
	"	"	"	314		346		June 1, 70	Jan. 18, 71
	006	4	"	361		398		Apr. 1, 69	Apr. 1, 70
	063	4	Wkly.	85	368	95	412	Jan. 1, 70	June 30, 70
	"	"	"	88	381	98	425	July 1, 70	Dec. 31, 70
	072	"	"	76	329	83	360	Jan. 1, 70	June 30, 70
	"	"	"	78	338	85	368	July 1, 70	Dec. 31, 70
<u>Laboratory Technicians</u>									
Technologist 3 (Cardio-Pulmonary Lab.)	227		Mthly.	618		692		Jan. 1, 70	Dec. 31, 70
Technologist 3 (Cardiac Surgery)	227		"	618		692		Jan. 1, 70	Dec. 31, 70
Technologist 3 (Inhalation Therapy)	227		"	618		692		Jan. 1, 70	Dec. 31, 70
Technologist 2 (Cardio-Pulmonary Lab.)	227		"	541		599		Jan. 1, 70	Dec. 31, 70
Technologist 2 (Inhalation Therapy)	227		"	541		599		Jan. 1, 70	Dec. 31, 70
Technologist 1 (Cardio-Pulmonary Lab.)	227		"	460		525		Jan. 1, 70	Dec. 31, 70
Technologist 1 (Inhalation Therapy)	227		"	460		525		Jan. 1, 70	Dec. 31, 70
Technician 2, E.C.G.	227		"	402		487		Jan. 1, 70	Dec. 31, 70
E.C.G. in Training	227		"			339		Jan. 1, 70	Dec. 31, 70
Renal Dialysis Technologist 3	227		"	618		692		Jan. 1, 70	Dec. 31, 70

Table 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Renal Dialysis Technologist 2	227		Mthly.	541		599		Jan. 1, 70	Dec. 31, 70
Renal Dialysis Technologist 1	227		"	460		525		Jan. 1, 70	Dec. 31, 70
Orthoptic Technician	227		"	466		530		Jan. 1, 70	Dec. 31, 70
Ophthalmic Technician	227		"	466		530		Jan. 1, 70	Dec. 31, 70
Audiometer Technician	227		"	428		514		Jan. 1, 70	Dec. 31, 70
Dental Technician	227		"	378		443		Jan. 1, 70	Dec. 31, 70
Technologist 4 - Lab.	227		"	706		765		Jan. 1, 70	Dec. 31, 70
Technologist 3 - Lab.	227		"	618		692		Jan. 1, 70	Dec. 31, 70
Technologist 2 - Lab.	227		"	541		599		Jan. 1, 70	Dec. 31, 70
Technologist 1 - Lab.	227		"	460		525		Jan. 1, 70	Dec. 31, 70
Technician 3 - Lab.	227		"	466		530		Jan. 1, 70	Dec. 31, 70
Technician 2 - Lab.	227		"	389		438		Jan. 1, 70	Dec. 31, 70
Technician 1 - Lab.	227		"	311		363		Jan. 1, 70	Dec. 31, 70
Technologist 2 (Infection Control)	227		"	541		599		Jan. 1, 70	Dec. 31, 70
Nurse Technician	227		"	389		438		Jan. 1, 70	Dec. 31, 70
Nurse Technician 1	227		"	311		350		Jan. 1, 70	Dec. 31, 70
<u>Maintenance & Engineering</u>									
Carpenter	132	6	"	525		580		Jan. 1, 70	July 1, 70
	211	4	"	456		496		July 21, 69	Jan. 27, 71
	055	8	Wkly.			123	533	Jan. 1, 69	Dec. 31, 69
	006	4	Mthly.	418		484		Apr. 1, 69	Apr. 1, 70
	063	4	Wkly.	113	490	130	563	Jan. 1, 70	June 30, 70
	"	"	"	117	507	133	576	July 1, 70	Dec. 31, 70
Electrician	015	4	Hrly.			3.98	690	Jan. 1, 70	Dec. 31, 70
	146	8	"			3.32	575	July 1, 69	Dec. 31, 69
	132	6	Mthly.	535		590		Jan. 1, 70	July 1, 70

Table 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Groundsman	186	3	Mthly.	321		365		Jan. 19, 70	May 31, 70
	"	"	"	339		383		June 1, 70	Jan. 18, 71
	055	8	Wkly.	77	334	84	364	Jan. 1, 69	Dec. 31, 69
Handyman	186	3	Mthly.	336		378		Jan. 19, 70	May 31, 70
	"	"	"	355		397		June 1, 70	Jan. 18, 71
Maintenance Man	145	3	Hrly.			3.00	520	July 1, 69	Dec. 31, 69
	132	6	Mthly.	339		396		Sep. 1, 69	May 1, 70
	211	4	"	368		408		July 21, 69	Jan. 27, 71
	138	1	Wkly.	89	386	112	485	July 7, 69	July 7, 70
	030	4	Hrly.			2.60	451	Jan. 1, 69	Dec. 31, 69
	165	3	Wkly.	85	368	95	412	July 1, 70	Dec. 31, 70
	"	"	"	88	381	97	420	Jan. 1, 71	Dec. 31, 71
	072	4	"	76	329	83	360	Jan. 1, 70	June 30, 70
	"	"	"	78	338	85	368	July 1, 70	Dec. 31, 70
Painter	132	6	Mthly.	500		555		Jan. 1, 70	July 1, 70
	"	"	Wkly.	101	438	123	533	Jan. 1, 70	Dec. 31, 70
	186	3	Mthly.	385		455		Jan. 19, 70	May 31, 70
	"	"	"	408		478		June 1, 70	Jan. 19, 71
	006	4	"	418		484		Apr. 1, 69	Apr. 1, 70
	063	"	Wkly.	99	429	117	507	Jan. 1, 70	June 30, 70
	"	"	"	102	442	121	524	July 1, 70	Dec. 31, 70
	055	8	"			111	481	Jan. 1, 69	Dec. 31, 69
Plumber	015	4	Hrly.			3.98	690	Jan. 1, 70	Dec. 31, 70
	146	8	"			3.63	629	July 1, 69	Dec. 31, 69
	132	6	Mthly.	525		580		Jan. 1, 70	July 1, 70
Stationary Engineer 2	015	4	Hrly.			3.98	690	Jan. 1, 70	Dec. 31, 70
	133	6	"			3.61	626	Jan. 1, 69	Dec. 31, 69
	146	8	"			3.66	635	July 1, 69	Dec. 31, 69
	006	4	Mthly.	501		610		Apr. 1, 69	Apr. 1, 70
Stationary Engineer 3	063	4	Hrly.			2.97	515	Jan. 1, 70	June 30, 70
	"	"	"			3.05	529	July 1, 70	Dec. 31, 70
	015	"	"			3.57	619	Jan. 1, 70	Dec. 31, 70
	084	6	"			3.22	558	Jan. 1, 69	Dec. 31, 69

Table 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Stationary Engineer 3 (cont'd.)	098	4	Hrly.			3.22	558	Feb. 23, 69	Feb. 22, 70	
	133	6	"			3.25	563	Jan. 1, 69	Dec. 31, 69	
	145	3	"			3.27	566	July 1, 69	Dec. 31, 69	
	146	8	"			3.29	571	July 1, 69	Dec. 31, 69	
	013	5	"			3.05	529	July 16, 69	July 16, 70	
	006	4	Mthly.	478		555		Apr. 1, 69	Apr. 1, 70	
	030	"	Hrly.			3.20	555	Jan. 1, 69	Dec. 31, 69	
	209	"	"			3.00	520	Apr. 23, 69	Apr. 22, 70	
	Stationary Engineer 4	015	4	"			2.92	506	Jan. 1, 70	Dec. 31, 70
		084	6	"			2.69	468	Jan. 1, 69	Dec. 31, 69
136		1	Mthly.			475		June 1, 69	June 1, 70	
146		8	Hrly.			2.56	443	July 1, 68	Dec. 31, 69	
013		5	"			2.90	503	July 16, 69	July 16, 70	
041		2	Mthly.			485		June 1, 69	May 31, 70	
163		1	"			480		June 1, 69	June 1, 70	
006		4	"	417		483		Apr. 1, 69	Apr. 1, 70	
030		4	Hrly.			2.60	451	Jan. 1, 69	Dec. 31, 69	
209		"	"			2.90	503	Apr. 23, 69	Apr. 22, 70	
Stationary Engineer's Helper	084	6	"			2.29	397	Jan. 1, 69	Dec. 31, 69	
	133	"	"			2.32	402	Jan. 1, 69	Dec. 31, 69	
	146	8	"			2.50	433	July 1, 69	Dec. 31, 69	
<u>Nursing</u>										
Assistant Head Nurse	223		Mthly.	650		770		Jan. 1, 70	Dec. 31, 70	
Graduate Nurse	223		"	555		655		Jan. 1, 69	Dec. 31, 69	
	"		"	610		720		Jan. 1, 70	Jan. 31, 70	
Nurse's Aide	132	6	"	285		337		Sep. 1, 69	May 1, 70	
	161	"	Wkly.	84	364	98	425	Jan. 1, 70	Dec. 31, 70	
	211	4	Mthly.	280		320		July 21, 69	Jan. 27, 71	
	007	"	Bi-Wkly.	128	276	143	310	June 1, 69	May 31, 70	
	"	"	"	139	301	156	338	June 1, 70	May 31, 71	
	138	1	Wkly.	59	256	73	316	July 7, 69	July 7, 70	
	186	3	Mthly.	287		325		Jan. 19, 70	May 31, 70	
	"	"	"	303		341		June 1, 70	Jan. 18, 71	
	006	4	"	265		293		Apr. 1, 69	Apr. 1, 70	

Table 1 (CONT'D.) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant	132	6	Mthly.	341		402		Sep. 1, 69	May 1, 70
	211	4	"	355		395		July 21, 69	Jan. 27, 71
	007	"	Bi-Wkly.	161	348	178	386	June 1, 69	May 31, 70
	"	"	"	175	379	194	421	June 1, 70	May 31, 71
	138	1	Wkly.	80	347	99	429	July 1, 69	July 1, 70
	055	8	"	88	381	99	429	Jan. 1, 69	Dec. 31, 69

Table 2

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKE ONTARIO ECONOMIC REGION

Occupation.	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Dietary</u>									
Cook	065	5	Hrly.	2.27	393	2.37	411	July 1, 69	June 30, 70
	092	4	"	2.45	425	2.55	442	June 30, 69	June 30, 70
	156	3	Mthly.	410		430		Dec. 31, 69	Dec. 31, 70
	168	5	"	364		417		Jan. 1, 70	Dec. 31, 70
	169	3	Hrly.	2.13	369	2.37	411	Feb. 1, 70	Oct. 1, 70
Kitchen Helper (Female)	065	5	"	1.77	307	1.87	324	July 1, 69	June 30, 70
	092	4	"	1.77	307	1.87	324	June 30, 69	June 30, 70
	156	3	Mthly.	305		320		Dec. 31, 69	Dec. 31, 70
	168	5	"	270		317		Sep. 1, 69	Dec. 31, 70
	169	3	Hrly.	1.80	312	2.05	356	Feb. 1, 70	Oct. 1, 70
<u>Housckeeing</u>									
Laundry Helper (Female)	065	5	"	1.77	307	1.87	324	July 1, 69	June 30, 70
	092	4	"	1.77	307	1.87	324	June 30, 69	June 30, 70
	156	3	Mthly.	305		320		Dec. 31, 69	Dec. 31, 70
	168	5	"	270		317		Sep. 1, 69	Dec. 31, 70
	169	3	Hrly.	1.80	312	2.05	356	Feb. 1, 70	Oct. 1, 70
Maid	065	5	"	1.77	307	1.87	324	July 1, 69	June 30, 70
	092	4	"	1.77	307	1.87	324	June 30, 69	June 30, 70
	156	3	Mthly.	305		320		Dec. 31, 69	Dec. 31, 70
	168	5	"	270		317		Sep. 1, 69	Dec. 31, 70
	169	3	Hrly.	1.80	312	2.05	356	Feb. 1, 70	Oct. 1, 70
Orderly, Trained	065	5	"	2.21	383	2.31	400	July 1, 69	June 30, 70
	092	4	"	2.16	374	2.26	392	June 30, 69	June 30, 70
	156	3	Mthly.	425		450		Dec. 31, 69	Dec. 31, 70
	168	5	"	372		422		Jan. 1, 70	Dec. 31, 70
	169	3	Hrly.	2.40	416	2.64	458	Feb. 1, 70	Oct. 1, 70
Porter-Cleaner	065	5	"	2.05	355	2.15	373	July 1, 69	June 30, 70
	092	4	"	2.05	355	2.15	373	June 30, 69	June 30, 70
	168	5	Mthly.	322		377		Sep. 1, 69	Dec. 31, 70
	169	3	Hrly.	2.13	369	2.37	411	Feb. 1, 70	Oct. 1, 70
Seamstress	065	5	"	1.80	312	1.90	329	July 1, 69	June 30, 70
	092	4	"	2.01	348	2.11	366	June 30, 69	June 30, 70
	168	5	Mthly.	299		346		Sep. 1, 69	Dec. 31, 70
	169	3	Hrly.	1.91	331	2.16	374	Feb. 1, 70	Oct. 1, 70

Table 2 (CONT'D.) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Storeman	092	4	Hrly.	2.27	393	2.37	411	June 30, 69	June 30, 70
Washman	065	5	"	2.27	393	2.37	411	July 1, 69	June 30, 70
	092	4	"	2.27	393	2.37	411	June 30, 69	June 30, 70
	156	3	Mthly.	395		410		Dec. 31, 69	Dec. 31, 70
	168	5	"	364		415		Sep. 1, 69	Dec. 31, 70
	169	3	Hrly.	2.23	387	2.48	430	Feb. 1, 70	Oct. 1, 70
<u>Laboratory Technicians</u>									
Laboratory Assistant	232		Mthly.	346		382		Jan. 14, 70	Dec. 31, 70
	"		"	374		412		Jan. 1, 71	Dec. 31, 71
<u>Maintenance and Engineering</u>									
Carpenter	065	5	Hrly.	2.98	517	3.08	534	July 1, 69	June 30, 70
	092	4	"	2.76	478	2.86	496	June 30, 69	June 30, 70
	168	5	Mthly.	483		545		Jan. 1, 70	Dec. 31, 70
Electrician	065	5	Hrly.	3.18	551	3.28	569	July 1, 69	June 30, 70
	168	"	Mthly.	468		550		Jan. 1, 70	Dec. 31, 70
Groundsman	092	4	Hrly.	2.08	361	2.18	378	June 30, 69	June 30, 70
	168	5	Mthly.	327		382		Sep. 1, 69	May 1, 70
Handyman	092	4	Hrly.	2.56	444	2.66	461	June 30, 69	June 30, 70
Labourer	092	4	"	2.56	444	2.66	461	June 30, 69	June 30, 70
	"	"	"	2.08	361	2.18	378	June 30, 69	June 30, 70
Maintenance Man	092	4	"	3.18	551	3.28	569	June 30, 69	June 30, 70
	156	3	Mthly.	390		410		Dec. 31, 69	Dec. 31, 70
Painter	065	5	Hrly.	2.72	471	2.82	489	July 1, 69	June 30, 70
	168	"	Mthly.	410		465		Jan. 1, 70	Dec. 31, 70
Plumber	168	5	"	483		545		Jan. 1, 70	Dec. 31, 70

Table 2 (CONT'D.) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.	From	To
Stationary Engineer 2	005	5	Mthly.			625		Oct. 1, 69	Sep. 30, 70
Stationary Engineer 3	064	5	Hrly.	3.05	529	3.23	560	Jan. 13, 69	Feb. 18, 70
	092	4	"	3.18	551	3.28	569	June 30, 69	June 30, 70
	076	3	"	3.05	529	3.23	560	Apr. 1, 69	Apr. 1, 70
Stationary Engineer 4	064	5	"	2.75	477	2.90	503	Jan. 13, 69	Feb. 18, 70
	092	4	"	2.65	459	2.75	477	June 30, 69	June 30, 70
	156	3	Mthly.	455		475		Dec. 31, 69	Dec. 31, 70
<u>Nursing</u>									
Graduate Nurse	130	4	"	440		530		Jan. 1, 69	Jan. 22, 70
	199	5	"	485		590		Jan. 1, 70	July 1, 70
	232		"	455		544		Jan. 14, 70	Dec. 31, 70
	"		"	492		587		Jan. 1, 71	Dec. 31, 71
Head Nurse I	130	4	"	561		671		Jan. 1, 69	Jan. 22, 70
	199	5	"	610		725		Jan. 1, 70	July 1, 70
Head Nurse II	199	5	"	565		680		Jan. 1, 70	July 1, 70
Nurse's Aide	065	5	Hrly.	1.92	333	2.02	350	July 1, 69	June 30, 70
	092	4	"	1.77	307	1.87	324	June 30, 69	June 30, 70
	168	5	Mthly.	285		332		Sep. 1, 69	Dec. 31, 70
	169	3	Hrly.	1.86	322	2.10	364	Feb. 1, 70	Oct. 1, 70
Registered Nurse	130	4	Mthly.	475		575		Jan. 1, 69	Jan. 22, 70
	232		"	500		588		Jan. 14, 70	Dec. 31, 70
	"		"	540		635		Jan. 1, 71	Dec. 31, 71
Registered Nursing Assistant	065	5	Hrly.	2.06	357	2.16	374	July 1, 69	June 30, 70
	092	4	"	2.09	362	2.19	380	June 30, 69	June 30, 70
	168	5	Mthly.	350		400		Jan. 1, 70	Dec. 31, 70
	156	3	"	390		410		Dec. 31, 69	Dec. 31, 70
	169	"	Hrly.	2.22	385	2.49	432	Feb. 1, 70	Oct. 1, 70
	199	5	Mthly.	525		630		Jan. 1, 70	July 1, 70

Table 2 (CONT'D.) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Teacher	130	4	Mthly.	561		671		Jan. 1, 69	Jan. 22, 70
	199	5	"	610		725		Jan. 1, 70	July 1, 70
Teaching Assistant	199	5	"	565		680		Jan. 1, 70	July 1, 70

Table 3

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	188	8	Mthly.	397		495		Apr. 1, 69	Mar. 31, 71
	070	7	"	407		446		Nov. 1, 69	Oct. 31, 70
Clerk II	188	8	"	344		416		Apr. 1, 69	Mar. 31, 71
	070	7	"	373		412		Nov. 1, 69	Oct. 31, 70
Clerk III	188	8	"	290		350		Apr. 1, 69	Mar. 31, 71
	070	7	"	316		345		Nov. 1, 69	Oct. 31, 70
Clerk-Typist I	188	8	"	335		403		Apr. 1, 69	Mar. 31, 71
Clerk-Typist II	188	8	"	305		366		Apr. 1, 69	Mar. 31, 71
Stenographer	188	8	"	344		416		Apr. 1, 69	Mar. 31, 71
Stenographer, Medical	188	8	"	379		464		Apr. 1, 69	Mar. 31, 71
Telephone Operator I	188	8	"	386		406		Apr. 1, 69	Mar. 31, 71
	070	7	"	384		421		Nov. 1, 69	Oct. 31, 70
Telephone Operator II	188	8	"	316		391		Apr. 1, 69	Mar. 31, 71
<u>Dietary</u>									
Cook	070	7	"	418		462		Nov. 1, 69	Oct. 31, 70
	002	2	"			436		Jan. 1, 69	Dec. 31, 69
	071	5	"	405		473		Mar. 31, 69	Mar. 21, 71
	081	6	"	405		473		Oct. 6, 69	Mar. 31, 71
	113	7	"	407		431		Mar. 1, 69	Feb. 28, 70
	182	8	"	443		473		Jan. 1, 70	Dec. 31, 70
	190	5	"	369		447		Dec. 1, 69	Dec. 31, 71
	193	4	"	346		420		Jan. 1, 69	Dec. 31, 69
	219		"	423		498		May 1, 69	Apr. 30, 70
	100		"	425		491		Jan. 1, 70	Open End
	206	6	"	390		450		Jan. 4, 69	Dec. 31, 69
	059	4	"	420		450		Jan. 1, 70	June 30, 70
	043	2	"	408		418		Dec. 15, 69	Dec. 14, 70

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Cook (cont'd.)	128	4	Mthly.	339		369		Mar. 1, 69	Dec. 31, 69
	001	3	"	352		392		Apr. 1, 69	Mar. 31, 70
	021	1	"	425		445		Apr. 1, 68	Apr. 1, 70
	052	6	Biwkly.	215	466	227	492	Jan. 7, 70	Sep. 6, 70
	"	"	"	204	442	215	466	Sep. 7, 70	May 4, 71
	212		Mthly.	400		446		Feb. 4, 69	Jan. 31, 71
	113		"	408		432		Mar. 1, 69	Feb. 28, 70
Dishwasher	110	8	"	349		369		Jan. 1, 69	Dec. 31, 69
	121	6	"	342		405		Mar. 23, 69	Mar. 22, 71
	206	"	"	324		355		Jan. 4, 69	Dec. 31, 69
	059	4	"	300		330		Jan. 1, 70	June 30, 70
	071	5	"	342		405		Mar. 31, 69	Mar. 21, 71
	113	"	"	345		369		Mar. 1, 69	Feb. 28, 70
Kitchen Helper (Female)	002	2	"	280		302		Jan. 1, 69	Dec. 31, 69
	081	6	"	276		332		Oct. 6, 69	Mar. 31, 71
	110	8	"	285		300		Jan. 1, 69	Dec. 31, 69
	113	7	"	281		305		Mar. 1, 69	Feb. 28, 70
	121	6	"	276		332		Mar. 23, 69	Mar. 22, 71
	193	4	"	258		300		Jan. 1, 69	Dec. 31, 69
	206	6	"	278		308		Jan. 4, 69	Dec. 31, 69
	059	4	"	295		325		Jan. 1, 70	June 30, 70
	043	2	"	311		318		Dec. 15, 69	Dec. 14, 70
	001	3	"	268		308		Apr. 1, 69	Mar. 31, 70
	021	1	"	265		285		Apr. 1, 68	Apr. 1, 70
	052	6	Biwkly.	143	310	159	345	Jan. 7, 70	Sep. 6, 70
	"	"	"	155	336	170	368	Sep. 7, 70	May 4, 71
	212		Mthly.	270		307		Feb. 4, 69	Jan. 31, 71
	070	7	"	334		367		Nov. 1, 69	Oct. 31, 70
	100	"	"	302		334		Jan. 1, 70	
<u>Housekeeping</u>									
Laundry Helper (Female)	071	5	"	276		332		Mar. 31, 69	Mar. 21, 71
	073	3	"	310		355		Dec. 31, 69	Sep. 8, 70
	"	"	"	320		365		Sep. 9, 70	Dec. 29, 70
	"	"	"	340		385		Dec. 30, 70	Sep. 7, 71
	"	"	"	350		395		Sep. 8, 71	Dec. 30, 71
	086	4	"	297		327		Jan. 1, 70	Feb. 28, 71
	110	8	"	298		313		Jan. 1, 69	Dec. 31, 69

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Laundry Helper (Female) (cont.d)	113	7	Mthly.	289		313		Mar. 1, 69	Feb. 28, 70
	182	8	"	310		332		Jan. 1, 70	Dec. 31, 70
	206	6	"	278		308		Jan. 4, 69	Dec. 31, 69
	052	"	Biwkly.	145	314	159	344	Jan. 7, 70	Sep. 6, 70
	"	"	"	157	340	170	368	Sep. 7, 70	May 4, 71
	059	4	Mthly.	295		325		Jan. 1, 70	June 30, 70
	043	2	"	311		318		Dec. 15, 69	Dec. 14, 70
	001	3	"	268		308		Apr. 1, 69	Mar. 31, 70
	021	1	"	265		285		Apr. 1, 68	Apr. 1, 70
	113	"	"	289		313		Mar. 1, 69	Feb. 28, 70
Maid	002	2	"	277		296		Jan. 1, 69	Dec. 31, 69
	071	5	"	276		332		Mar. 31, 69	Mar. 21, 71
	070	7	"	323		356		Nov. 1, 69	Oct. 31, 70
	073	3	"	310		355		Dec. 31, 69	Sep. 8, 70
	"	"	"	320		365		Sep. 9, 70	Dec. 29, 70
	"	"	"	340		385		Dec. 30, 70	Sep. 7, 71
	"	"	"	350		395		Sep. 8, 71	Dec. 31, 71
	081	6	"	276		332		Oct. 6, 69	Mar. 31, 71
	181	4	Wkly.	74	321	79	342	Sep. 15, 69	Sep. 14, 70
	110	8	Mthly.	285		300		Jan. 1, 69	Dec. 31, 69
	113	7	"	276		300		Mar. 1, 69	Feb. 28, 70
	121	6	"	276		332		Mar. 23, 69	Mar. 22, 71
	182	8	"	310		332		Jan. 1, 70	Dec. 31, 70
	190	5	"	296		371		Dec. 1, 69	Dec. 31, 71
	193	4	"	258		300		Jan. 1, 69	Dec. 31, 69
	206	6	"	278		308		Jan. 4, 69	Dec. 31, 69
	052	"	Biwkly.	143	310	159	345	Jan. 7, 70	Sep. 6, 70
	"	"	"	155	336	170	368	Sep. 7, 70	May 4, 71
	043	2	Mthly.	311		318		Dec. 15, 69	Dec. 14, 70
	128	4	"	260		290		Mar. 1, 69	Dec. 31, 69
	001	3	"	268		308		Apr. 1, 69	Mar. 31, 70
	021	1	"	265		285		Apr. 1, 68	Apr. 1, 70
	059	4	"	295		325		Jan. 1, 70	June 30, 70
	219	"	"	296		316		May 1, 69	Apr. 30, 70
	113	"	"	276		300		Mar. 1, 69	Feb. 28, 70
Orderly, Trained	002	2	"	393		411		Jan. 1, 69	Dec. 31, 69
	071	5	"	384		450		Mar. 31, 69	Mar. 21, 71
	081	6	"	370		420		Oct. 6, 69	Mar. 31, 71
	086	4	"	360		390		Jan. 1, 70	Feb. 28, 71

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.	From	To
Orderly, Trained (cont'd.)	110	8	Mthly.	390		409		Jan. 1, 69	Dec. 31, 69
	113	7	"	392		411		Mar. 1, 69	Feb. 28, 70
	121	6	"	384		450		Mar. 23, 69	Mar. 22, 71
	182	8	"	430		450		Jan. 1, 70	Dec. 31, 70
	190	5	"	369		447		Dec. 1, 69	Dec. 31, 71
	193	4	"	310		373		Jan. 1, 69	Dec. 31, 69
	206	6	"	337		370		Jan. 4, 69	Dec. 31, 69
	052	"	Biwkly.			209	453	Jan. 7, 70	Sep. 6, 70
	"	"	"			220	476	Sep. 7, 70	May 4, 71
	059	4	Mthly.	405		435		Jan. 1, 70	June 30, 70
	043	2	"	408		418		Dec. 15, 69	Dec. 14, 70
	128	4	"	389		409		Mar. 1, 69	Dec. 31, 69
	001	3	"	381		421		Apr. 1, 69	Mar. 31, 70
	021	1	"	350		370		Apr. 1, 68	Apr. 1, 70
	113	"	"	393		412		Mar. 1, 69	Feb. 28, 70
	070	7	"	382		452		Nov. 1, 69	Oct. 31, 70
	181	4	Wkly.	97	420	102	442	Sep. 15, 69	Sep. 14, 70
Porter-Cleaner	002	2	Mthly.	341		366		Jan. 1, 69	Dec. 31, 69
	071	5	"	342		405		Mar. 31, 69	Mar. 21, 71
	073	"	"	360		425		Dec. 31, 69	Sep. 8, 70
	"	"	"	370		435		Sep. 9, 70	Dec. 29, 70
	"	"	"	390		455		Dec. 30, 70	Sep. 7, 71
	"	"	"	400		465		Sep. 8, 71	Dec. 31, 71
	081	6	"	342		405		Oct. 6, 69	Mar. 31, 71
	110	8	"	344		364		Jan. 1, 69	Dec. 31, 69
	113	7	"	340		364		Mar. 1, 69	Feb. 28, 70
	121	6	"	342		405		Mar. 23, 69	Mar. 22, 71
	182	8	"	365		405		Jan. 1, 70	Dec. 31, 70
	190	5	"	338		414		Dec. 1, 69	Dec. 31, 71
	193	4	"	287		339		Jan. 1, 69	Dec. 31, 69
	206	6	"	324		355		Jan. 4, 69	Dec. 31, 69
	052	"	Biwkly.	174	377	192	416	Jan. 7, 70	Sep. 6, 70
	"	"	"	184	399	203	440	Sep. 7, 70	May 4, 71
	059	4	Mthly.	350		380		Jan. 1, 70	June 30, 70
	128	"	"	334		364		Mar. 1, 69	Dec. 31, 69
	001	3	"	312		352		Apr. 1, 69	Mar. 31, 70
	021	1	"	275		285		Apr. 1, 68	Apr. 1, 70
	219	"	"	344		364		May 1, 69	Apr. 30, 70
	212	"	"	315		354		Feb. 4, 69	Jan. 31, 71

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agrrt. Rate	Mthly Equi.	Agrrt. Rate	Mthly Equi.		
Porter-Cleaner (cont'd.)	070	7	Mthly.	395		434		Nov. 1, 69	Oct. 31, 70
	100		"	365		405		Jan. 1, 70	
	181	4	Wkly.	90	390	.95	411	Sep. 15, 69	Sep. 14, 70
Seamstress	071	5	Mthly.	295		350		Mar. 31, 69	Mar. 21, 71
	081	6	"	295		350		Oct. 6, 69	Mar. 31, 71
	110	8	"	305		320		Jan. 1, 69	Dec. 31, 69
	113	7	"	294		318		Mar. 1, 69	Feb. 28, 70
	121	6	"	295		350		Mar. 23, 69	Mar. 22, 71
	182	8	"	320		342		Jan. 1, 70	Dec. 31, 70
	190	5	"	310		385		Dec. 1, 69	Dec. 31, 71
	193	4	"	271		314		Jan. 1, 69	Dec. 31, 69
	206	6	"	287		314		Jan. 4, 69	Dec. 31, 69
	052	"	Biwkly.	151	327	165	358	Jan. 7, 70	Sep. 6, 70
	"	"	"	163	353	176	381	Sep. 7, 70	May 4, 71
	001	3	Mthly.	268		308		Apr. 1, 69	Mar. 31, 70
	212		"	275		312		Feb. 4, 69	Jan. 31, 70
	070	7	"	356		393		Nov. 1, 69	Oct. 31, 70
	100		"	321		369		Jan. 1, 70	
	181	4	Wkly.	81	351	86	373	Sep. 15, 69	Sep. 14, 70
Storeman	002	2	Mthly.	341		366		Jan. 1, 69	Dec. 31, 69
	071	5	"	342		405		Mar. 31, 69	Mar. 21, 71
	086	4	"	326		356		Jan. 1, 70	Feb. 28, 71
	110	8	"	354		374		Jan. 1, 69	Dec. 31, 69
	182	"	"	458		498		Jan. 1, 70	Dec. 31, 70
	190	5	"	369		447		Dec. 1, 69	Dec. 31, 71
	193	4	"	346		420		Jan. 1, 69	Dec. 31, 69
	206	6	"	355		409		Jan. 4, 69	Dec. 31, 69
	052	"	Biwkly.	185	401	205	444	Jan. 7, 70	Sep. 6, 70
	"	"	"	196	425	216	468	Sep. 7, 70	May 4, 71
	128	4	Mthly.	344		374		Mar. 1, 69	Dec. 31, 69
	219		"	360		380		May 1, 69	Apr. 30, 70
	212		"	350		384		Feb. 4, 69	Jan. 31, 71
	181	4	Wkly.	88	381	.93	403	Sep. 15, 69	Sep. 14, 70

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Washman	071	5	Mthly.	342		405		Mar. 31, 69	Mar. 21, 71	
	073	3	"	370		425		Dec. 31, 69	Sep. 8, 70	
	"	"	"	380		435		Sep. 9, 70	Dec. 29, 70	
	"	"	"	400		455		Dec. 30, 70	Sep. 7, 71	
	"	"	"	410		465		Sep. 8, 71	Dec. 31, 71	
	081	6	"	300		340		Oct. 6, 69	Mar. 31, 71	
	086	4	"	343		373		Jan. 1, 70	Feb. 28, 71	
	110	8	"	402		422		Jan. 1, 69	Dec. 31, 69	
	182	"	"	420		450		Jan. 1, 70	Dec. 31, 70	
	206	6	"	355		390		Jan. 4, 69	Dec. 31, 69	
	100	"	"	402		468		Jan. 1, 70		
	<u>Maintenance and Engineering</u>									
	Carpenter	002	2	"	428		448		Jan. 1, 69	Dec. 31, 69
071		5	"	470		540		Mar. 31, 69	Mar. 21, 71	
081		6	"	470		540		Oct. 6, 69	Mar. 31, 71	
110		8	"	470		490		Jan. 1, 69	Dec. 31, 69	
113		7	"	505		518		Mar. 1, 69	Feb. 28, 70	
121		6	"	470		540		Mar. 23, 69	Mar. 22, 71	
193		4	"	425		524		Jan. 1, 69	Dec. 31, 69	
206		6	"	472		544		Jan. 4, 69	Dec. 31, 69	
052		"	Biwkly.	219	475	236	511	Jan. 7, 70	Sep. 6, 70	
"		"	"	230	491	247	535	Sep. 7, 70	May 4, 71	
212		"	Mthly.	450		490		Feb. 4, 69	Jan. 31, 71	
153		7	Hrly.			3.40	589	Nov. 23, 69	Nov. 23, 70	
100		"	Mthly.	450		516		Jan. 1, 70		
181		4	Wkly.	140	606	147	637	Sep. 15, 69	Sep. 14, 70	
Electrician	100	"	Mthly.	564		652		Jan. 1, 70		
	071	5	"	525		595		Mar. 31, 69	Mar. 21, 71	
	081	6	"	525		595		Oct. 6, 69	Mar. 31, 71	
	110	8	"	522		542		Jan. 1, 69	Dec. 31, 69	
	121	6	"	525		595		Mar. 23, 69	Mar. 22, 71	
	182	8	"	555		595		Jan. 1, 70	Dec. 31, 70	
	193	4	"	425		524		Jan. 1, 69	Dec. 31, 69	
	181	"	Wkly.			145	628	Sep. 15, 69	Sep. 14, 70	
	206	6	Mthly.	519		598		Jan. 4, 69	Dec. 31, 69	

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Electrician (cont'd.)	052	6	Biwkly.	238	516	276	598	Jan. 7, 70	Sep. 6, 70	
	"	"	"	249	540	287	622	Sep. 7, 70	May 4, 71	
	059	4	Mthly.	520		550		Jan. 1, 70	June 30, 70	
	219	"	"	521		621		May 1, 69	Apr. 30, 70	
	212	"	"	475		530		Feb. 4, 69	Jan. 31, 71	
	113	7	"	589		609		Mar. 1, 69	Feb. 28, 70	
	153	"	Hrly.			3.48	603	Nov. 23, 69	Nov. 23, 70	
	Groundsman	002	2	Mthly.	355		370		Jan. 1, 69	Dec. 31, 69
		071	5	"	342		405		Mar. 31, 69	Mar. 21, 71
		081	6	"	342		405		Oct. 6, 69	Mar. 31, 71
086		4	"	343		373		Jan. 1, 70	Feb. 28, 71	
113		7	"	391		399		Mar. 1, 69	Feb. 28, 70	
121		6	"	357		420		Mar. 23, 69	Mar. 22, 71	
182		8	"	365		405		Jan. 1, 70	Dec. 31, 70	
193		4	"	271		314		Jan. 1, 69	Dec. 31, 69	
206		6	"	324		355		Jan. 4, 69	Dec. 31, 69	
052		"	Biwkly.	184	399	201	436	Jan. 7, 70	Sep. 6, 70	
"		"	"	195	423	212	459	Sep. 7, 70	May 4, 71	
059		4	Mthly.	350		380		Jan. 1, 70	June 30, 70	
021		1	"	315		345		Apr. 1, 68	Apr. 1, 70	
113		7	"	391		399		Mar. 1, 69	Feb. 28, 70	
Handyman		071	5	"	342		405		Mar. 31, 69	Mar. 21, 71
	110	8	"	409		429		Jan. 1, 69	Dec. 31, 69	
	059	4	"	395		425		Jan. 1, 70	June 30, 70	
	128	4	"	360		390		Mar. 1, 69	Dec. 31, 69	
	153	7	Hrly.			3.13	543	Nov. 23, 69	Nov. 23, 70	
	181	4	Wkly.	100	433	105	455	Sep. 15, 69	Sep. 14, 70	
Labourer	110	8	Mthly.	371		391		Jan. 1, 69	Dec. 31, 69	
	153	7	Hrly.			2.83	491	Nov. 23, 69	Nov. 23, 70	
Maintenance Man	002	2	Mthly.	347		377		Jan. 1, 69	Dec. 31, 69	
	071	5	"	342		405		Mar. 31, 69	Mar. 21, 71	
	073	3	"	429		490		Dec. 31, 69	Sep. 8, 70	
	"	"	"	429		500		Sep. 9, 70	Dec. 29, 70	
	"	"	"	439		520		Dec. 30, 70	Sep. 7, 71	
	"	"	"	439		530		Sep. 8, 71	Dec. 31, 71	

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maintenance Man (cont'd.)	086	4	Mthly.	360		390		Jan. 1, 70	Feb. 28, 71
	113	7	"	452		465		Mar. 1, 69	Feb. 28, 70
	052	6	Biwkly.	184	399	201	436	Jan. 7, 70	Sep. 6, 70
	"	"	"	195	423	212	459	Sep. 7, 70	May 4, 71
	128	4	Mthly.	470		500		Mar. 1, 69	Dec. 31, 69
	001	3	"	406		446		Apr. 1, 69	Mar. 31, 70
	021	1	"	415		430		Apr. 1, 68	Apr. 1, 70
	219	"	"	385		465		May 1, 69	Apr. 30, 70
	212	"	"	350		380		Feb. 4, 69	Jan. 31, 71
	100	"	"	481		547		Jan. 1, 70	
Painter	002	2	"			421		Jan. 1, 69	Dec. 31, 69
	071	5	"	433		503		Mar. 31, 69	Mar. 21, 71
	081	6	"	433		503		Oct. 6, 69	Mar. 31, 71
	110	8	"	425		445		Jan. 1, 69	Dec. 31, 69
	113	7	"	467		480		Mar. 1, 69	Feb. 28, 70
	121	6	"	433		503		Mar. 23, 69	Mar. 22, 71
	182	8	"	485		525		Jan. 1, 70	Dec. 31, 70
	193	"	"	380		470		Jan. 1, 69	Dec. 31, 69
	206	6	"	450		525		Jan. 4, 69	Dec. 31, 69
	052	"	Biwkly.	209	453	226	488	Jan. 7, 70	Sep. 6, 70
	"	"	"	221	479	237	514	Sep. 7, 70	May 4, 71
	059	4	Mthly.	395		425		Jan. 1, 70	June 30, 70
	219	"	"	455		535		May 1, 69	Apr. 30, 70
	153	7	Hrly.			3.28	569	Nov. 23, 69	Nov. 23, 70
	100	"	Mthly.	380		446		Jan. 1, 70	
Plumber	071	5	"	488		558		Mar. 31, 69	Mar. 21, 71
	081	6	"	488		558		Oct. 6, 69	Mar. 31, 71
	110	8	"	497		517		Jan. 1, 69	Dec. 31, 69
	121	6	"	488		558		Mar. 23, 69	Mar. 22, 71
	182	8	"	555		595		Jan. 1, 70	Dec. 31, 70
	193	4	"	425		524		Jan. 1, 69	Dec. 31, 69
	206	6	"	519		598		Jan. 4, 69	Dec. 31, 69
	052	"	Biwkly.	238	516	263	570	Jan. 7, 70	Sep. 6, 70
	"	"	"	250	542	275	596	Sep. 7, 70	May 4, 71
	219	"	Mthly.	455		535		May 1, 69	Apr. 30, 70
	100	"	"	527		615		Jan. 1, 70	

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Position	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Stationary Engineer 2	014	8	Wkly.	153	663	162	702	July 12, 69	Dec. 31, 70
	097	6	Mthly.	-	-	650		Mar. 4, 69	Mar. 3, 70
	102	"	"	675		700		Jan. 1, 70	Dec. 31, 70
	112	"	"			685		Jan. 1, 70	Dec. 31, 70
	114	7	"			670		Sep. 29, 69	Sep. 30, 70
	120	6	Hrly.	3.72	645	4.04	700	May 31, 69	Dec. 31, 70
	160	8	Mthly.			662		Dec. 1, 69	Nov. 30, 70
	222		"			685		June 1, 70	Dec. 31, 70
	137		"	665		700		Jan. 1, 70	Dec. 31, 70
	152	6	"			687		Jan. 1, 70	June 30, 70
Stationary Engineer 3	002	2	"			525		Jan. 1, 69	Dec. 31, 69
	051	4	"			605		Oct. 21, 69	Oct. 20, 70
	066	5	Hrly.			3.25	563	Aug. 1, 69	Jan. 31, 70
	086	4	Mthly.	503		533		Jan. 1, 70	Feb. 28, 71
	102	6	"			580		June 1, 69	Dec. 31, 69
	112	"	"			616		Jan. 1, 70	Dec. 31, 70
	114	7	"			610		Sep. 29, 69	Sep. 30, 70
	120	6	Hrly.	3.32	575	3.59	622	May 31, 69	Dec. 31, 70
	157	5	Mthly.	547		572		Nov. 1, 68	Dec. 31, 69
	160	8	"			593		Dec. 1, 69	Nov. 30, 70
	053	6	"			620		Nov. 1, 69	June 30, 70
	"	"	"			640		July 1, 70	Feb. 28, 71
	"	"	"			665		Mar. 1, 71	Oct. 31, 71
	060	4	"			575		Sep. 1, 69	Apr. 30, 70
	057	5	"			600		Nov. 17, 69	Nov. 16, 70
	167	4	"			570		Jan. 1, 69	Dec. 31, 69
	128	"	"	495		525		Mar. 1, 69	Dec. 31, 69
	104	5	"			605		Nov. 25, 69	Nov. 24, 70
	137	"	"	605		635		Jan. 1, 70	Dec. 31, 70
	178	6	Hrly.			3.32	575	July 1, 69	May 4, 70
	"	"	"			3.59	622	May 5, 70	Dec. 28, 70
	166		Mthly.			622		Dec. 22, 69	Dec. 21, 70
	029	3	"			615		July 1, 70	June 30, 71
Stationary Engineer 4	002	2	"			475		Jan. 1, 69	Dec. 31, 69
	078	3	"			460		Jan. 1, 69	Dec. 31, 69
	112	6	"			542		Jan. 1, 70	Dec. 31, 70
	114	7	"			530		Sep. 29, 69	Sep. 30, 70

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Job Title	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Stationary Engineer 4 (cont'd.)	160	8	Mthly.			525		Dec. 1, 69	Nov. 30, 70
	060	4	"			515		Sep. 1, 69	Apr. 30, 70
	167	"	"			510		Jan. 1, 69	Dec. 31, 69
	025	2	"			512		Nov. 1, 68	Oct. 31, 70
	104	5	"			555		Nov. 25, 69	Nov. 24, 70
	137	"	"	515		540		Jan. 1, 70	Dec. 31, 70
	048	5	"			505		July 1, 69	Mar. 31, 70
	"	"	"			537		Apr. 1, 70	Mar. 31, 71
	029	3	"			569		July 1, 70	June 30, 71
	Stationary Engineer's Helper	014	8	Wkly.	100	433	105	455	July 12, 69
120		6	Hrly.	2.50	433	2.72	471	May 31, 69	Dec. 31, 70
160		8	Mthly.			467		Dec. 1, 69	Nov. 30, 70
137		"	"	395		425		Jan. 1, 70	Dec. 31, 70
152		6	"	429		476		Jan. 1, 70	June 30, 70
<u>Nursing</u>									
Graduate Nurse	201	5	"	500		600		Jan. 1, 70	Dec. 31, 70
	044	4	"	420		530		Apr. 11, 69	Apr. 10, 70
	"	"	"	460		580		Apr. 11, 70	Apr. 10, 71
	070	7	"	452		565		Nov. 1, 69	Oct. 31, 70
Head Nurse II	201	5	"	570		670		Jan. 1, 70	Dec. 31, 70
	044	4	"	530		640		Apr. 11, 69	Apr. 10, 70
	"	"	"	575		695		Apr. 11, 70	Apr. 10, 71
Nurse's Aide	002	2	"	275		314		Jan. 1, 69	Dec. 31, 69
	086	4	"	285		315		Jan. 1, 70	Feb. 28, 71
	110	8	"	285		300		Jan. 1, 69	Dec. 31, 69
	113	7	"	276		300		Mar. 1, 69	Feb. 28, 70
	190		"	296		371		Dec. 1, 69	Dec. 31, 71
	206	6	"	278		308		Jan. 4, 69	Dec. 31, 69
	052	"	Biwkly.	145	314	159	344	Jan. 7, 70	Sep. 6, 70
	"	"	"	157	340	170	368	Sep. 7, 70	May 4, 71
	128	4	Mthly.	270		300		Mar. 1, 69	Dec. 31, 69
	001	3	"	268		308		Apr. 1, 69	Mar. 31, 70
	021	1	"	280		300		Apr. 1, 68	Apr. 1, 70
	181	4	Wkly.	82	355	89	386	Sep. 15, 69	Sep. 14, 70

Table 3 (CONT'D.) CENTRAL ONTARIO ECONOMIC REGION

Job	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Registered Nurse	201	5	Mthly.	535		635		Jan. 1, 70	Dec. 31, 70	
	044	4	"	490		600		Apr. 11, 69	Apr. 10, 70	
	"	"	"	535		655		Apr. 11, 70	Apr. 10, 71	
	070	7	"	491		604		Nov. 1, 69	Oct. 31, 70	
Registered Nursing Assistant	073	"	"	375		420		Dec. 31, 69	Sep. 8, 70	
				385		430		Sep. 9, 70	Dec. 29, 70	
				405		450		Dec. 30, 70	Sep. 7, 71	
				415		460		Sep. 8, 71	Dec. 31, 71	
	081	6	"	349		424		Oct. 6, 69	Mar. 31, 71	
	086	4	"	380		411		Jan. 1, 70	Feb. 28, 71	
	182	8	"	376		421		Jan. 1, 70	Dec. 31, 70	
	190	5	"	374		463		Dec. 1, 69	Dec. 31, 71	
	193	4	"	344		392		Jan. 1, 69	Dec. 31, 69	
	206	6	"	345		390		Jan. 4, 69	Dec. 31, 69	
	052	"	Biwkly.	177	384	194	429	Jan. 7, 70	Sep. 6, 70	
	"	"	"	190	412	207	449	Sep. 7, 70	May 4, 71	
	059	4	Mthly.	360		390		Jan. 1, 70	June 30, 70	
	181	"	Wkly.	92	398	101	438	Sep. 15, 69	Sep. 14, 70	
	128	"	Mthly.	349		394		Mar. 1, 69	Dec. 31, 69	
	001	3	"	340		380		Apr. 1, 69	Mar. 31, 70	
	021	1	"	330		350		Apr. 1, 68	Apr. 1, 70	
	219	"	"	351		396		May 1, 69	Apr. 30, 70	
	212	"	"	350		395		Feb. 4, 69	Jan. 31, 71	
	207	"	"	370		407		May 1, 69	Apr. 30, 70	
	070	7	"	382		452		Nov. 1, 69	Oct. 31, 70	
Teacher	044	4	"	580		690		Apr. 11, 69	Apr. 10, 70	
	"	"	"	630		750		Apr. 11, 70	Apr. 10, 71	

Table 4

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	032	8	Wkly.	79	342	84	364	Sep. 15, 69	Sep. 14, 70
Clerk II	032	8	"	86	373	91	394	Sep. 15, 69	Sep. 14, 70
Clerk III	032	8	"	91	394	95	412	Sep. 15, 69	Sep. 14, 70
Clerk IV	032	8	"	94	407	99	429	Sep. 15, 69	Sep. 14, 70
Clerk VI	032	8	"	98	425	108	468	Sep. 15, 69	Sep. 14, 70
Clerk VII	032	8	"	109	472	119	516	Sep. 15, 69	Sep. 14, 70
Clerk Typist II	032	8	"	79	342	84	364	Sep. 15, 69	Sep. 14, 70
Clerk Typist III	032	8	"	86	373	91	394	Sep. 15, 69	Sep. 14, 70
Clerk Typist IV	032	8	"	91	394	95	412	Sep. 15, 69	Sep. 14, 70
Stenographer I	032	8	"	79	342	84	364	Sep. 15, 69	Sep. 14, 70
Stenographer II	032	8	"	86	373	91	394	Sep. 15, 69	Sep. 14, 70
Stenographer III	032	8	"	91	394	95	412	Sep. 15, 69	Sep. 14, 70
Telephone Operator	032	8	"	92	398	97	420	Sep. 15, 69	Sep. 14, 70
<u>Dietary</u>									
Cook	090	7	"	102	442	107	464	Dec. 1, 69	Nov. 30, 70
	149	5	"	107	464	112	485	Jan. 5, 70	Jan. 4, 71
	036	4	Mthly.	433	.	464		June 30, 69	Jan. 25, 70
	"	"	"	459		490		Jan. 26, 70	Aug. 31, 70

Table 4 (CONT'D.) NIAGARA ECONOMIC REGION

Table 4 (CONT'D.) NIAGARA ECONOMIC REGION

	Code	Number of Beds	Wage Data						From	To
			Pay Period	Minimum		Maximum				
				Amt. Rate	Mthly Equiv.	Amt. Rate	Mthly Equiv.			
Seamstress	090	7	Wkly.	82	355	86	373	Dec. 1, 69	Nov. 30, 70	
	149	5	"	81	351	86	373	Jan. 1, 70	Jan. 4, 71	
	036	4	Mthly.	287		307		June 30, 69	Jan. 25, 70	
	"	"	"	305		325		Jan. 26, 70	Aug. 31, 70	
	085	5	"	297		322		Sep. 1, 69	Apr. 30, 70	
	"	"	"	320		345		May 1, 70	Dec. 31, 70	
	088	3	"	281		327		Jan. 1, 70	Dec. 31, 70	
	143	6	"	276		322		Jan. 1, 70	Dec. 31, 70	
	028	5	"	297		322		Sep. 1, 69	Apr. 30, 70	
	"	"	"	320		345		May 1, 70	Dec. 31, 70	
	117	"	"	306		353		Jan. 1, 70	Dec. 31, 70	
	032	8	Wkly.	82	355	86	373	Sep. 15, 69	Sep. 14, 70	
Storeman	090	7	"	95	412	100	433	Dec. 1, 69	Nov. 30, 70	
	149	5	"	97	420	103	446	Jan. 1, 70	Jan. 4, 71	
	036	4	Mthly.	457		487		June 30, 69	Jan. 25, 70	
	"	"	"	485		515		Jan. 26, 70	Aug. 31, 70	
	085	5	"	456		481		Sep. 1, 69	Apr. 30, 70	
	"	"	"	486		511		May 1, 70	Dec. 31, 70	
	088	3	"	396		450		Jan. 1, 70	Dec. 31, 70	
	143	6	"	396		450		Jan. 1, 70	Dec. 31, 70	
	028	5	"	385		410		Sep. 1, 69	Apr. 30, 70	
	"	"	"	405		430		May 1, 70	Dec. 31, 70	
	032	8	Wkly.	92	398	97	420	Sep. 15, 69	Sep. 14, 70	
	Washman	090	7	"	102	442	107	464	Dec. 1, 69	Nov. 30, 70
149		5	"	101	438	107	464	Jan. 1, 70	Jan. 4, 71	
036		4	Mthly.	364		399		June 30, 69	Jan. 25, 70	
"		"	"	387		417		Jan. 26, 70	Aug. 31, 70	
085		5	"	391		416		Sep. 1, 69	Apr. 30, 70	
"		"	"	410		435		May 1, 70	Dec. 31, 70	
088		3	"	396		450		Jan. 1, 70	Dec. 31, 70	
143		6	"	396		450		Jan. 1, 70	Dec. 31, 70	
028		5	"	390		415		Sep. 1, 69	Apr. 30, 70	
"		"	"	410		435		May 1, 70	Dec. 31, 70	
117		"	"	390		435		Jan. 1, 70	Dec. 31, 70	
032		8	Wkly.	94	407	99	429	Sep. 15, 69	Sep. 14, 70	

Table 4 (CONT'D.) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Maintenance & Engineering</u>									
Carpenter	090	7	Hrly.	3.36	582	3.66	634	Dec. 1, 69	Nov. 30, 70
	149	5	Wkly.	122	529	127	550	Jan. 1, 70	Jan. 4, 71
	088	3	Mthly.	484		539		Jan. 1, 70	Dec. 31, 70
	117	5	"	493		551		Jan. 1, 70	Dec. 31, 70
	032	8	Wkly.	134	581	146	633	Sep. 15, 69	Sep. 14, 70
Electrician	090	7	Hrly.	3.60	624	3.90	676	Dec. 1, 69	Nov. 30, 70
	149	5	Wkly.	140	606	145	628	Jan. 1, 70	Jan. 4, 71
	088	3	Mthly.	484		539		Jan. 1, 70	Dec. 31, 70
	117	5	"	542		592		Jan. 1, 70	Dec. 31, 70
Groundsman	149	5	Wkly.	88	381	94	407	Jan. 1, 70	Jan. 4, 71
	036	4	Mthly.	334		354		June 30, 69	Jan. 25, 70
	"	"	"	354		374		Jan. 26, 70	Aug. 31, 70
	117	5	"	390		435		Jan. 1, 70	Dec. 31, 70
Handyman	036	4	Mthly.	411		441		June 30, 69	Jan. 25, 70
	"	"	"	436		466		Jan. 26, 70	Aug. 31, 70
	088	3	"	361		405		Jan. 1, 70	Dec. 31, 70
	143	6	"	420		470		Jan. 1, 70	Dec. 31, 70
	028	5	"	385		410		Sep. 1, 69	Apr. 30, 70
	"	"	"	405		430		May 1, 70	Dec. 31, 70
	032	8	Wkly.	106	459	110	476	Sep. 15, 69	Sep. 14, 70
Labourer	036	4	Mthly.	334		354		June 30, 69	Jan. 25, 70
	"	"	"	354		374		Jan. 26, 70	Aug. 31, 70
	085	5	"	358		383		Sep. 1, 69	Apr. 30, 70
	"	"	"	380		405		May 1, 70	Dec. 31, 70
	028	5	"	360		385		Sep. 1, 69	Apr. 30, 70
	"	"	"	380		405		May 1, 70	Dec. 31, 70
Maintenance Man	036	4	"	504		534		June 30, 69	Jan. 25, 70
	"	"	"	534		564		Jan. 26, 70	Aug. 31, 70
	143	6	"	484		539		Jan. 1, 70	Dec. 31, 70
	028	5	"	496		521		Sep. 1, 69	Apr. 30, 70
	"	"	"	526		551		May 1, 70	Dec. 31, 70

Table 4 (CONT'D.) NIAGARA ECONOMIC REGION

	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equiv.	Agrt. Rate	Mthly Equiv.	From	To
Painter	090	7	Hrly.	3.00	520	3.18	551	Dec. 1, 69	Nov. 30, 70
	149	5	Wkly.	119	516	125	542	Jan. 1, 70	Jan. 4, 71
	143	6	Mthly.	432		490		Jan. 1, 70	Dec. 31, 70
	032	8	Wkly.	120	520	127	550	Sep. 15, 69	Sep. 14, 70
Plumber	009	8	Hrly.			3.40	588	Mar. 1, 69	Feb. 28, 70
	090	7	"	3.60	624	3.90	676	Dec. 1, 69	Nov. 30, 70
	117	5	Mthly.	542		592		Jan. 1, 70	Dec. 31, 70
Stationary Engineer 2	009	8	Hrly.			3.45	698	Mar. 1, 69	Feb. 28, 70
	090	7	"	3.83	664	4.13	716	Dec. 1, 69	Nov. 30, 70
	149	5	Wkly.			165	715	Jan. 1, 70	Jan. 4, 71
	210	6	Mthly.			675		Dec. 1, 69	Nov. 30, 70
	"	"	"			725		Dec. 1, 70	Nov. 30, 71
Stationary Engineer 3	009	8	Hrly.			3.22	559	Mar. 1, 69	Feb. 28, 70
	090	7	"	3.49	605	3.69	640	Dec. 1, 69	Nov. 30, 70
	108	3	"			3.32	575	Mar. 23, 69	Mar. 22, 70
	010	5	Mthly.			570		May 1, 69	Dec. 31, 69
	011	4	"			570		May 1, 69	Dec. 31, 69
	087	3	"			570		Nov. 2, 69	Nov. 2, 70
	118	5	"			615		Jan. 21, 70	Jan. 20, 71
	"	"	"			645		Jan. 21, 71	Jan. 20, 72
	214		"			570		July 1, 69	Dec. 31, 69
	210	6	Mthly.			590		Dec. 1, 69	Nov. 30, 70
"	"	"			638		Dec. 1, 70	Nov. 30, 71	
Stationary Engineer 4	155	1	Hrly.			2.70	468	Jan. 1, 70	June 28, 70
	090	7	"	3.11	540	3.29	570	Dec. 1, 69	Nov. 30, 70
	149	5	Wkly.	119	516	125	541	Jan. 1, 70	Jan. 4, 71
	011	4	Mthly.			510		May 1, 69	Dec. 31, 69
	017	2	"			450		Mar. 4, 69	Mar. 3, 70
	"	"	"			470		Mar. 4, 70	Mar. 3, 71
Stationary Engineer's Helper	149	5	Wkly.	94	407	99	429	Jan. 1, 70	Jan. 4, 71

Table 4 (CONT'D.) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
<u>Nursing</u>										
Graduate Nurse	197	8	Mthly.	443		533		June 23, 69	Dec. 31, 69	
	228		"	490		590		Jan. 1, 70	Dec. 31, 70	
Head Nurse II	197	8	"	512		622		June 23, 69	Dec. 31, 69	
	228		"	563		683		Jan. 1, 70	Dec. 31, 70	
Nurses's Aide	090	7	Wkly.	90	390	95	412	Dec. 1, 69	Nov. 30, 70	
	149	5	"	81	351	86	373	Jan. 1, 70	Jan. 4, 71	
	088	3	Mthly.	276		322		Jan. 1, 70	Dec. 31, 70	
	143	6	"	281		327		Jan. 1, 70	Dec. 31, 70	
	028	5	"	292		317		Sep. 1, 69	Apr. 30, 70	
	"	"	"	317		342		May 1, 70	Dec. 31, 70	
	117	5	"	287		343		Jan. 1, 70	Dec. 31, 70	
	032	8	Wkly.	74	321	79	342	Sep. 15, 69	Sep. 14, 70	
	Registered Nurse	197	8	Mthly.	474		574		June 23, 69	Dec. 31, 69
		228		"	525		635		Jan. 1, 70	Dec. 31, 70
Registered Nursing Assistant	090	7	Wkly.	94	408	99	429	Dec. 1, 69	Nov. 30, 70	
	149	5	"	99	429	104	451	Jan. 1, 70	Jan. 4, 71	
	036	4	Mthly.	376		406		June 30, 69	Jan. 25, 70	
	"	"	"	399		429		Jan. 26, 70	Aug. 31, 70	
	088	3	"	348		395		Jan. 1, 70	Dec. 31, 70	
	143	6	"	348		395		Jan. 1, 70	Dec. 31, 70	
	028	5	"	365		390		Sep. 1, 69	Apr. 30, 70	
	"	"	"	385		410		May 1, 70	Dec. 31, 70	
	117	5	"	365		410		Jan. 1, 70	Dec. 31, 70	
	032	8	Wkly.	94		407		99	429	Sep. 15, 69

Table 5

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Dietary</u>									
Cook	124	3	Mthly.	343		396		Mar. 21, 69	Mar. 21, 70
	"	"	"	362		418		Mar. 22, 70	June 30, 70
	"	"	"	373		431		July 1, 70	Mar. 21, 71
	135	4	"	384		422		Jan. 1, 69	Dec. 31, 69
	139	8	"	452		485		July 1, 69	Dec. 31, 69
	"	"	"	470		504		Jan. 1, 70	June 30, 70
	"	"	"	484		519		July 1, 70	Dec. 31, 70
	126	4	Hrly.	2.35	407	2.55	442	Jan. 1, 70	Dec. 31, 70
	183	"	Mthly.	297		342		Dec. 1, 69	Dec. 31, 70
	Dishwasher	135	4	"	340		355		Jan. 1, 69
144		5	Hrly.	1.88	326	2.00	347	Mar. 25, 69	Mar. 24, 70
"		"	"	1.97	341	2.10	364	Mar. 25, 70	Dec. 31, 70
Kitchen Helper (Female)	124	3	Mthly.	280		322		Mar. 21, 69	Mar. 21, 70
	"	"	"	295		340		Mar. 22, 70	June 30, 70
	"	"	"	304		350		July 1, 70	Mar. 21, 71
	139	8	"	292		307		July 1, 69	Dec. 31, 69
	"	"	"	307		322		Jan. 1, 70	June 30, 70
	"	"	"	326		341		July 1, 70	Dec. 31, 70
	144	5	Hrly.	1.63	283	1.73	300	Mar. 25, 69	Mar. 24, 70
	"	"	"	1.74	302	1.85	321	Mar. 25, 70	Dec. 31, 70
126	4	"	1.70	295	1.80	312	Jan. 1, 70	Dec. 31, 70	
<u>Housekeeping</u>									
Maid	124	3	Mthly.	280		322		Mar. 21, 69	Mar. 21, 70
	"	"	"	295		340		Mar. 22, 70	June 30, 70
	"	"	"	304		350		July 1, 70	Mar. 21, 71
	135	4	"	304		320		Jan. 1, 69	Dec. 31, 69
	139	8	"	292		307		July 1, 69	Dec. 31, 69
	"	"	"	307		322		Jan. 1, 70	June 30, 70
	"	"	"	326		341		July 1, 70	Dec. 31, 70
	144	5	Hrly.	1.63	283	1.73	300	Mar. 25, 69	Mar. 24, 70
	"	"	"	1.74	302	1.85	321	Mar. 25, 70	Dec. 31, 70
	126	4	"	1.70	295	1.80	312	Jan. 1, 70	Dec. 31, 70
	Orderly, Trained	124	3	Mthly.	359		406		Mar. 21, 69
"		"	"	379		428		Mar. 22, 70	June 30, 70
"		"	"	390		441		July 1, 70	Mar. 21, 71
135		4	"	243		360		Jan. 1, 69	Dec. 31, 69

Table 5 (CONT'D.) NIAGARA ECONOMIC REGION

Code	Number of Beds	Wage Data						Effective
		Pay Period	Minimum		Maximum		Effective	
			Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.		
139	8	Mthly.	389		409		July 1, 69	Dec. 31, 69
"	"	"	404		424		Jan. 1, 70	June 30, 70
"	"	"	421		444		July 1, 70	Dec. 31, 70
144	5	Hrly.	2.22	385	2.36	409	Mar. 25, 69	Mar. 24, 70
"	"	"	2.35	407	2.50	433	Mar. 25, 70	Dec. 31, 70
126	4	"	2.25	390	2.40	496	Jan. 1, 70	Dec. 31, 70
183	"	Mthly.	389		434		Dec. 1, 69	Dec. 31, 70
124	3	"	328		375		Mar. 21, 69	Mar. 21, 70
"	"	"	346		396		Mar. 22, 70	June 30, 70
"	"	"	356		408		July 1, 70	Mar. 21, 71
135	4	"	340		355		Jan. 1, 69	Dec. 31, 69
139	8	"	361		380		July 1, 69	Dec. 31, 69
"	"	"	377		396		Jan. 1, 70	June 30, 70
"	"	"	395		414		July 1, 70	Dec. 31, 70
126	4	Hrly.	1.80	312	1.90	329	Jan. 1, 70	Dec. 31, 70
183	"	Mthly.	345		390		Dec. 1, 69	Dec. 31, 70
124	3	"	285		332		Mar. 21, 69	Mar. 21, 70
"	"	"	301		350		Mar. 22, 70	June 30, 70
"	"	"	310		360		July 1, 70	Mar. 21, 71
135	4	"	304		320		Jan. 1, 69	Dec. 31, 69
139	8	"	292		307		July 1, 69	Dec. 31, 69
"	"	"	307		322		Jan. 1, 70	June 30, 70
"	"	"	326		341		July 1, 70	Dec. 31, 70
144	5	Hrly.	1.63	283	1.73	300	Mar. 25, 69	Mar. 24, 70
"	"	"	1.74	302	1.85	321	Mar. 25, 70	Dec. 31, 70
183	4	Mthly.	287		332		Dec. 1, 69	Dec. 31, 70
124	3	"	353		401		Mar. 21, 69	Mar. 21, 70
"	"	"	372		423		Mar. 22, 70	June 30, 70
"	"	"	383		436		July 1, 70	Mar. 21, 71
135	4	"	340		360		Jan. 1, 69	Dec. 31, 69
139	8	"	399		418		July 1, 69	Dec. 31, 69
"	"	"	405		424		Jan. 1, 70	June 30, 70
"	"	"	433		452		July 1, 70	Dec. 31, 70
144	5	Hrly.	1.93	335	2.14	371	Mar. 25, 69	Mar. 24, 70
"	"	"	2.09	362	2.25	390	Mar. 25, 70	Dec. 31, 70
126	4	"	2.25	390	2.40	416	Jan. 1, 70	Dec. 31, 70

Table 5 (CONT'D.) NIAGARA ECONOMIC REGION

	Rate	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective Date	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Washman	124	3	Mthly.	353		401		Mar. 21, 69	Mar. 21, 70
	"	"	"	372		423		Mar. 22, 70	June 30, 70
	"	"	"	383		436		July 1, 70	Mar. 21, 71
	139	8	"	369		388		July 1, 69	Dec. 31, 69
	"	"	"	385		404		Jan. 1, 70	June 30, 70
	"	"	"	403		422		July 1, 70	Dec. 31, 70
	144	5	Hrly.	2.12	368	2.22	385	Mar. 25, 69	Mar. 24, 70
	"	"	"	2.23	387	2.33	404	Mar. 25, 70	Dec. 31, 70
	126	4	"	2.25	390	2.40	416	Jan. 1, 70	Dec. 31, 70
	183	"	Mthly.	353		398		Dec. 1, 69	Dec. 31, 70
<u>Maintenance and Engineering</u>									
Carpenter	135	4	"			411		Jan. 1, 69	Dec. 31, 69
	139	8	"	479		544		July 1, 69	Dec. 31, 69
	"	"	"	493		560		Jan. 1, 70	June 30, 70
	"	"	"	508		577		July 1, 70	Dec. 31, 70
Electrician	139	8	"	535		595		July 1, 69	Dec. 31, 69
	"	"	"	567		627		Jan. 1, 70	June 30, 70
	"	"	"	600		660		July 1, 70	Dec. 31, 70
	144	5	Hrly.	3.12	541	3.25	563	Mar. 25, 69	Mar. 24, 70
	"	"	"	3.28	569	3.41	592	Mar. 25, 70	Dec. 31, 70
Groundsman	144	5	"	2.38	413	2.50	433	Mar. 25, 69	Mar. 24, 70
	"	"	"	2.50	433	2.63	456	Mar. 25, 70	Dec. 31, 70
Maintenance Man	124	3	Mthly.	443		475		Mar. 21, 69	Mar. 21, 70
	"	"	"	467		501		Mar. 22, 70	June 30, 70
	"	"	"	481		516		July 1, 70	Mar. 21, 71
	135	4	"	357		394		Jan. 1, 69	Dec. 31, 69
	144	5	Hrly.	2.73	473	2.85	494	Mar. 25, 69	Mar. 24, 70
	"	"	"	2.88	499	3.00	520	Mar. 25, 70	Dec. 31, 70
	126	4	"	3.00	520	3.05	529	Jan. 1, 70	Dec. 31, 70
Painter	139	8	Mthly.	407		472		July 1, 69	Dec. 31, 69
	"	"	"	419		486		Jan. 1, 70	June 30, 70
	"	"	"	432		501		July 1, 70	Dec. 31, 70

Table 5 (CONT'D.) NIAGARA ECONOMIC REGION

	Code	Number of Beds	Pay Period	Wage Data					
				Minimum		Maximum		Effective	
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.	From	To
Plumber	139	8	Mthly.	581		646		July 1, 69	Dec. 31, 69
	"	"	"	598		665		Jan. 1, 70	June 30, 70
	"	"	"	616		685		July 1, 70	Dec. 31, 70
	144	5	Hrly.	3.12	541	3.25	563	Mar. 25, 69	Mar. 24, 70
	"	"	"	3.28	569	3.41	592	Mar. 25, 70	Dec. 31, 70
Stationary Engineer 2	139	8	Mthly.			649		July 1, 69	Dec. 31, 69
	"	"	"			668		Jan. 1, 70	June 30, 70
	"	"	"			688		July 1, 70	Dec. 31, 70
Stationary Engineer 3	124	3	"	517		549		Mar. 21, 69	Mar. 21, 70
	"	"	"	545		579		Mar. 22, 70	June 30, 70
	"	"	"	561		596		July 1, 70	Mar. 21, 71
	139	8	"			575		July 1, 69	Dec. 31, 69
	"	"	"			592		Jan. 1, 70	June 30, 70
	"	"	"			610		July 1, 70	Dec. 31, 70
	144	5	Hrly.	3.16	548	3.29	570	Mar. 25, 69	Mar. 24, 70
	"	"	"	3.32	575	3.45	598	Mar. 25, 70	Dec. 31, 70
	127	4	"	3.20	555	3.45	598	Jan. 1, 70	Dec. 31, 70
	183	"	Mthly.	540		585		Dec. 1, 69	Dec. 31, 70
	224	"	"	570		580		Jan. 1, 70	Aug. 31, 71
Stationary Engineer 4	124	3	"	443		475		Mar. 21, 69	Mar. 21, 70
	"	"	"	467		501		Mar. 22, 70	June 30, 70
	"	"	"	481		516		July 1, 70	Mar. 21, 71
	139	8	"			475		July 1, 69	Dec. 31, 69
	"	"	"			494		Jan. 1, 70	June 30, 70
	"	"	"			509		July 1, 70	Dec. 31, 70
	144	5	Hrly.	2.86	496	2.97	515	Mar. 25, 69	Mar. 24, 70
	"	"	"	3.00	520	3.12	541	Mar. 25, 70	Dec. 31, 70
	183	4	Mthly.	439		484		Dec. 1, 69	Dec. 31, 70
	224	"	"	525		535		Jan. 1, 70	Aug. 31, 71
Stationary Engineer's Helper	139	8	"	397		441		July 1, 69	Dec. 31, 69
	"	"	"	413		459		Jan. 1, 70	June 30, 70
	"	"	"	426		473		July 1, 70	Dec. 31, 70
Nursing									
Nurse's Aide	124	3	"	306		353		Mar. 21, 69	Mar. 21, 70

Table 5 (CONT'D.) NIAGARA ECONOMIC REGION

	Code	Number of Beds	Wage Data					
			Pay Period	Minimum		Maximum		Effective
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	
Nurse's Aide (cont'd.)	124	3	Mthly.	323		372		Mar. 22, 70
	"	"	"	333		383		July 1, 70
	135	4	"	307		332		Jan. 1, 69
	139	8	"	319		335		July 1, 69
	"	"	"	330		345		Jan. 1, 70
	"	"	"	345		360		July 1, 70
	126	4	Hrly.	1.80	312	1.90	329	Jan. 1, 70
	183	"	Mthly.	260		305		Dec. 1, 69
								Dec. 31, 70
Registered Nursing Assistant	124	3	"	343		390		Mar. 21, 69
	"	"	"	362		411		Mar. 22, 70
	"	"	"	373		423		July 1, 70
	144	5	Hrly.	1.98	343	2.13	369	Mar. 25, 69
	"	"	"	2.09	362	2.25	390	Mar. 25, 70
	"	"	"	2.17	376	2.25	390	Jan. 1, 70
	126	4	"					Dec. 1, 69
	183	"	Mthly.	326		371		Dec. 31, 70

Table 6

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	080	5	Biwkly.	125	271	152	329	June 1, 69	May 31, 70
	"	"	"	134	290	163	353	June 1, 70	May 31, 71
Clerk II	080	5	"	131	284	160	347	June 1, 69	May 31, 70
	"	"	"	140	171	171	371	June 1, 70	May 31, 71
Clerk III	080	5	"	138	299	167	362	June 1, 69	May 31, 70
	"	"	"	148	321	179	388	June 1, 70	May 31, 71
Clerk IV	080	5	"	146	316	176	381	June 1, 69	May 31, 70
	"	"	"	155	336	188	407	June 1, 70	May 31, 71
Clerk V	080	5	"	152	329	184	399	June 1, 69	May 31, 70
	"	"	"	163	353	197	427	June 1, 70	May 31, 71
Clerk VI	080	5	"	160	347	194	420	June 1, 69	May 31, 70
	"	"	"	171	371	207	449	June 1, 70	May 31, 71
Clerk-Typist I	080	5	"	131	284	160	347	June 1, 69	May 31, 70
	"	"	"	148	321	179	388	June 1, 70	May 31, 71
Clerk-Typist II	080	5	"	138	299	167	362	June 1, 69	May 31, 70
	"	"	"	155	336	188	407	June 1, 70	May 31, 71
Clerk-Typist III	080	5	"	146	316	176	381	June 1, 69	May 31, 70
	"	"	"	163	353	197	427	June 1, 70	May 31, 71
Receptionist I	080	5	"	131	284	160	347	June 1, 69	May 31, 70
	"	"	"	140	303	171	371	June 1, 70	May 31, 71
Receptionist II	080	5	"	138	299	167	362	June 1, 69	May 31, 70
	"	"	"	148	321	179	388	June 1, 70	May 31, 71
Stenographer I	080	5	"	146	316	176	381	June 1, 69	May 31, 70
	"	"	"	155	336	188	407	June 1, 70	May 31, 71

Table 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

	Code	Number of Beds	Pay Period	Wage Data				Effective	
				Minimum		Maximum			
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Telephone Operator	080	5	Biwkly.	146	316	176	381	June 1, 69	May 31, 70
"	"	"	"	155	336	188	407	June 1, 70	May 31, 71
<u>Dietary</u>									
Cook	016	5	Mthly.	436		480		June 1, 69	May 31, 70
"	042	"	"	387		433		June 1, 69	May 31, 70
"	079	"	"	343		369		Apr. 30, 69	Apr. 30, 70
"	173	4	"	398		472		Jan. 1, 70	Apr. 30, 70
"	184	3	"	340		390		Oct. 1, 69	Sep. 30, 70
"	"	"	"	370		420		Oct. 1, 70	Sep. 30, 71
"	125	4	"	432		476		May 1, 69	May 31, 70
"	019	"	"	366		412		June 1, 69	Jan. 7, 70
"	"	"	"	387		433		Jan. 8, 70	May 31, 70
"	074	5	"	365		418		June 1, 69	May 31, 70
Dishwasher	074	5	"	267		311		June 1, 69	May 31, 70
"	173	4	"	326		366		Jan. 1, 70	Apr. 30, 70
Kitchen Helper (Female)	016	5	"	263		314		June 1, 69	May 31, 70
"	042	"	"	267		312		June 1, 69	May 31, 70
"	079	"	"	267		293		Apr. 30, 69	Apr. 30, 70
"	173	4	"	267		298		Jan. 1, 70	Apr. 30, 70
"	187	3	"	256		271		Jan. 1, 69	Dec. 31, 69
"	019	4	"	270		316		June 1, 69	May 31, 70
"	074	5	"	267		311		June 1, 69	May 31, 70
"	125	4	"	266		315		May 1, 69	Dec. 31, 70
"	"	"	"	272		321		Jan. 1, 70	May 31, 70
<u>Housekeeping</u>									
Laundry Helper (Female)	016	5	"	273		317		June 1, 69	May 31, 70
"	042	"	"	271		316		June 1, 69	May 31, 70
"	074	"	"	276		316		June 1, 69	May 31, 70
"	079	"	"	267		293		Apr. 30, 69	Apr. 30, 70
"	173	4	"	260		291		Jan. 1, 70	Apr. 30, 70
"	187	3	"	246		277		Jan. 1, 69	Dec. 31, 69
"	184	"	"	272		302		Oct. 1, 69	Sep. 30, 70
"	"	"	"	300		330		Oct. 1, 70	Sep. 30, 71

Table 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data					
			Pay Period	Minimum		Maximum		Effective
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	
Laundry Helper (Female) (cont'd.)	040	3	Mthly.	245		275		July 1, 69
	"	"	"	255		295		July 1, 70
Maid	016	5	"	263		313		June 1, 69
	042	"	"	267		312		June 1, 69
	079	"	"	267		293		Apr. 30, 69
	173	4	"	260		291		Jan. 1, 70
	019	"	"	270		316		June 1, 69
	187	3	"	246		277		Jan. 1, 69
	184	"	"	272		302		Oct. 1, 69
	"	"	"	300		330		Oct. 1, 70
	040	"	"	245		275		July 1, 69
	"	"	"	255		295		July 1, 70
	074	5	"	267		311		June 1, 69
	125	"	"	267		316		May 1, 69
	016	5	"	408		480		June 1, 69
	042	"	"	410		478		June 1, 69
	207	4	"	462		493		May 1, 69
	079	5	"	359		385		Apr. 30, 69
	173	4	"	374		424		Jan. 1, 70
	187	3	"	348		398		Jan. 1, 69
Orderly, Trained	184	"	"	340		400		Oct. 1, 69
	"	"	"	370		430		Oct. 1, 70
	040	"	"	375		395		July 1, 69
	"	"	"	390		415		July 1, 70
	019	4	"	414		479		June 1, 69
	074	5	"	412		478		June 1, 69
	125	"	"	408		477		May 1, 69
	016	5	"	367		438		June 1, 69
	042	"	"	368		437		June 1, 69
	207	4	"	351		413		May 1, 69
	079	5	"	354		380		Apr. 30, 69
	173	4	"	326		366		Jan. 1, 70
	187	3	"	312		352		Jan. 1, 69
	184	"	"	335		377		Oct. 1, 69
	"	"	"	371		411		Oct. 1, 70
	040	"	"	330		360		July 1, 69
	"	"	"	345		380		July 1, 70
Porter-Cleaner	016	5	"	367		438		June 1, 69
	042	"	"	368		437		June 1, 69
	207	4	"	351		413		May 1, 69
	079	5	"	354		380		Apr. 30, 69
	173	4	"	326		366		Jan. 1, 70
	187	3	"	312		352		Jan. 1, 69
	184	"	"	335		377		Oct. 1, 69
	"	"	"	371		411		Oct. 1, 70
	040	"	"	330		360		July 1, 69
	"	"	"	345		380		July 1, 70

Table 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

	Code	Number of Beds	Pay Period	Wage Data				Effective	
				Minimum		Maximum			
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Porter-Cleaner (cont'd.)	019	4	Mthly.	387		443		June 1, 69	May 31, 70
	074	5	"	358		437		June 1, 69	May 31, 70
	125	"	"	351		399		May 1, 69	May 31, 70
Seamstress	016	5	"	293		337		June 1, 69	May 31, 70
	042	"	"	291		336		June 1, 69	May 31, 70
	079	"	"	343		369		Apr. 30, 69	Apr. 30, 70
	173	4	"	271		312		Jan. 1, 70	Apr. 30, 70
	187	3	"	246		277		Jan. 1, 69	Dec. 31, 69
	184	"	"	272		302		Oct. 1, 69	Sep. 30, 70
	"	"	"	300		330		Oct. 1, 70	Sep. 30, 71
Storeman	042	5	"	405		478		June 1, 69	May 31, 70
	079	"	"	355		381		Apr. 30, 69	Apr. 30, 70
	019	4	"	403		458		June 1, 69	May 31, 70
	074	5	"	403		458		Jan. 1, 70	May 31, 70
	125	"	"	381		439		May 1, 69	May 31, 70
Washman	016	5	"	448		480		June 1, 69	May 31, 70
	042	"	"	415		478		June 1, 69	May 31, 70
	173	4	"	326		366		Jan. 1, 70	Apr. 30, 70
	074	5	"	358		437		June 1, 69	May 31, 70
<u>Maintenance and Engineering</u>									
Carpenter	016	5	"	438		529		June 1, 69	May 31, 70
	187	3	"	379		411		Jan. 1, 69	Dec. 31, 69
	074	5	"	452		516		June 1, 69	May 31, 70
Groundsman	042	5	"	380		437		June 1, 69	May 31, 70
	079	"	"	343		369		Apr. 30, 69	Apr. 30, 70
	187	3	"	368		396		Jan. 1, 69	Dec. 31, 69
	019	4	"	374		438		June 1, 69	May 31, 70
	074	5	"	358		437		June 1, 69	May 31, 70
Handyman	074	5	"	452		516		June 1, 69	May 31, 70
Maintenance Man	079	5	"			555		Apr. 30, 69	Apr. 30, 70
	173	4	"	392		451		Jan. 1, 70	Apr. 30, 70
	125	5	"	438		520		May 1, 69	May 31, 70

Table 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Pay Period	Wage Data					
				Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Painter	016	5	Mthly.	407		522		June 1, 69	May 31, 70
	187	3	"	379		411		Jan. 1, 69	Dec. 31, 69
	184	"	"	385		435		Oct. 1, 69	Sep. 30, 70
	"	"	"	420		470		Oct. 1, 70	Sep. 30, 71
	074	5	"	452		516		June 1, 69	May 31, 70
Stationary Engineer 3	079	5	"			555		Apr. 30, 69	Apr. 30, 70
	012	3	Hrly.			3.35	581	July 1, 69	June 30, 70
	105		Mthly.	550		570		Jan. 1, 70	Dec. 31, 70
Stationary Engineer 4	040	3	"	415		450		July 1, 69	June 30, 70
	"	"	"	445		500		July 1, 70	June 30, 71
<u>Nursing</u>									
Graduate Nurse	033	5	"	445		550		Jan. 1, 69	Dec. 31, 69
	162	4	"	458		548		June 1, 69	May 31, 70
	058	3	"	435		525		Jan. 1, 69	Dec. 31, 69
Head Nurse I	162	4	"	579		689		June 1, 69	May 31, 70
Head Nurse II	162	4	"	531		631		June 1, 69	May 31, 70
	058	3	"	508		618		Jan. 1, 69	Dec. 31, 69
Nurse's Aide	016	5	"	288		339		June 1, 69	May 31, 70
	042	"	"	285		338		June 1, 69	May 31, 70
	019	4	"	287		340		June 1, 69	May 31, 70
	079	5	"	267		293		Apr. 30, 69	Apr. 30, 70
	173	4	"	271		312		Jan. 1, 70	Apr. 30, 70
	187	3	"	259		300		Jan. 1, 69	Dec. 31, 69
	184	"	"	277		307		Oct. 1, 69	Sep. 30, 70
	"	"	"	300		330		Oct. 1, 70	Sep. 30, 71
	040	"	"	250		280		July 1, 69	June 30, 70
	"	"	"	260		300		July 1, 70	June 30, 71
	074	5	"	287		339		June 1, 69	May 31, 70
	125	"	"	291		341		May 1, 69	Dec. 31, 69
	"	"	"	300		350		Jan. 1, 70	May 31, 70
Registered Nurse	033	5	"	480		585		Jan. 1, 69	Dec. 31, 69

Table 6 (CONT'D.) LAKE ST. CLAIR ECONOMIC REGION

	Code	Number of Beds	Pay Period	Wage Data				Effective	
				Minimum		Maximum			
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	
Registered Nurse (cont'd.)	162 058	4 3	Mthly. "	500 470		600 570		June 1, 69 Jan. 1, 69	May 31, 70 Dec. 31, 69
Registered Nursing Assistant	016	5	"	325		387		June 1, 69	May 31, 70
	207	4	"	370		407		May 1, 69	Apr. 30, 70
	079	5	"	309		335		Apr. 30, 69	Apr. 30, 70
	173	4	"	332		366		Jan. 1, 70	Apr. 30, 70
	187	3	"	314		398		Jan. 1, 69	Dec. 31, 69
	184	"	"	325		375		Oct. 1, 69	Sep. 30, 70
	"	"	"	355		405		Oct. 1, 70	Sep. 30, 71
	040	"	"	335		355		July 1, 69	June 30, 70
	"	"	"	360		385		July 1, 70	June 30, 71
	074	5	"	373		407		Jan. 1, 70	May 31, 70
	125	4	"	327		387		May 1, 69	Dec. 31, 69
	"	"	"	347		407		Jan. 1, 70	May 31, 70
Teacher	033	5	"	560		665		Jan. 1, 69	Dec. 31, 69

Table 7

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Dietary</u>									
Cook	205	5	Mthly.	406		442		Nov. 1, 69	Apr. 30, 70
	"	"	"	426		464		May 1, 70	Dec. 31, 70
	175	"	Wkly.	94	407	98	425	July 26, 69	Dec. 31, 69
	220	"	Mthly.	270		303		Aug. 1, 69	Jan. 31, 70
	"	"	"	289		324		Feb. 1, 70	Jan. 31, 71
	106	"	"	369		421		Jan. 1, 70	Dec. 31, 70
	"	"	"	399		454		Jan. 1, 71	Dec. 31, 71
Dishwasher	205	5	"	351		375		Nov. 1, 69	Apr. 30, 70
	"	"	"	369		406		May 1, 70	Dec. 31, 70
	175	"	Wkly.	79	342	83	360	July 26, 69	Dec. 31, 69
	159	2	Mthly.	302		332		Jan. 1, 69	Dec. 31, 69
Kitchen Helper (Female)	205	5	"	273		309		Nov. 1, 69	Apr. 30, 70
	"	"	"	286		324		May 1, 70	Dec. 31, 70
	175	"	Wkly.	64	277	69	299	July 26, 69	Dec. 31, 69
	159	2	Mthly.	260		290		Jan. 1, 69	Dec. 31, 69
	220	"	"	234		250		Aug. 1, 69	Jan. 31, 70
	"	"	"	250		267		Feb. 1, 70	Jan. 31, 71
	106	5	"	305		336		Jan. 1, 70	Dec. 31, 70
	"	"	"	329		362		Jan. 1, 71	Dec. 31, 71
<u>Housekeeping</u>									
Laundry Helper (Female)	205	5	"	266		303		Nov. 1, 69	Apr. 30, 70
	"	"	"	279		318		May 1, 70	Dec. 31, 70
	175	"	Wkly.	64	277	69	299	July 26, 69	Dec. 31, 69
	159	2	Mthly.	260		290		Jan. 1, 69	Dec. 31, 69
	220	"	"	234		250		Aug. 1, 69	Jan. 31, 70
	"	"	"	250		267		Feb. 1, 70	Jan. 31, 71
	106	5	"	305		336		Jan. 1, 70	Dec. 31, 70
	"	"	"	329		362		Jan. 1, 71	Dec. 31, 71
Maid	205	5	"	266		303		Nov. 1, 69	Apr. 30, 70
	"	"	"	279		318		May 1, 70	Dec. 31, 70
	175	"	Wkly.	64	277	69	299	July 26, 69	Dec. 31, 69
	159	2	Mthly.	260		290		Jan. 1, 69	Dec. 31, 69
	220	"	"	234		250		Aug. 1, 69	Jan. 31, 70
	"	"	"	250		267		Feb. 1, 70	Jan. 31, 71

Table 7 (CONT'D.) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Maid (cont'd.)	106	5	Mthly.	305			336	Jan. 1, 70	Dec. 31, 70
	"	"	"	329			362	Jan. 1, 71	Dec. 31, 71
Orderly, Trained	205	5	"	363		412		Nov. 1, 69	Apr. 30, 70
	"	"	"	381		432		May 1, 70	Dec. 31, 70
	175	"	Wkly.	88	381	93	403	July 26, 69	Dec. 31, 69
	159	2	Mthly.	355		385		Jan. 1, 69	Dec. 31, 69
	220	"	"	351		384		Aug. 1, 69	Jan. 31, 70
	"	"	"	376		411		Feb. 1, 70	Jan. 31, 71
	106	5	"	381		406		Jan. 1, 70	Dec. 31, 70
	"	"	"	413		439		Jan. 1, 71	Dec. 31, 71
Porter-Cleaner	205	5	"	327		363		Nov. 1, 69	Apr. 30, 70
	"	"	"	344		381		May 1, 70	Dec. 31, 70
	175	"	Wkly.	79	342	83	360	July 26, 69	Dec. 31, 69
	220	"	Mthly.	281		298		Aug. 1, 69	Jan. 31, 70
	"	"	"	301		319		Feb. 1, 70	Jan. 31, 71
	106	"	"	367		399		Jan. 1, 70	Dec. 31, 70
	"	"	"	397		430		Jan. 1, 71	Dec. 31, 71
Seamstress	175	5	Wkly.	67	290	72	312	July 26, 69	Dec. 31, 70
	106	"	Mthly.	305		336		Jan. 1, 70	Dec. 31, 70
	"	"	"	329		362		Jan. 1, 71	Dec. 31, 71
Storeman	205	5	"	449		484		Nov. 1, 69	Apr. 30, 70
	"	"	"	471		508		May 1, 70	Dec. 31, 70
	106	"	"	367		399		Jan. 1, 70	Dec. 31, 70
	"	"	"	397		430		Jan. 1, 71	Dec. 31, 71
Washman	205	5	"	339		375		Nov. 1, 69	Apr. 30, 70
	"	"	"	356		394		May 1, 70	Dec. 31, 70
	175	"	Wkly.	90	390	95	412	July 26, 69	Dec. 31, 69
	106	"	Mthly.	404		437		Jan. 1, 70	Dec. 31, 70
	"	"	"	437		472		Jan. 1, 71	Dec. 31, 71
<u>Maintenance and Engineering</u>									
Electrician	205	5	"	521		575		Nov. 1, 69	Apr. 30, 70
	"	"	"	547		604		May 1, 70	Dec. 31, 70
	175	"	Wkly.	123	535	135	587	July 26, 69	Dec. 31, 69
Handyman	175	5	"	100	433	112	485	July 26, 69	Dec. 31, 69

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly. Equi.	Agrt. Rate	Mthly. Equi.	From	To
Painter	205	5	Mthly.	425		460		Nov. 1, 69	Apr. 30, 70
	"	"	"	446		483		May 1, 70	Dec. 31, 70
	175	"	Wkly.	106	459	117	507	July 26, 69	Dec. 31, 69
	106	"	Mthly.	440		474		Jan. 1, 70	Dec. 31, 70
	"	"	"	475		512		Jan. 1, 71	Dec. 31, 71
Maintenance Man	205	5	"	412		449		Nov. 1, 69	Apr. 30, 70
	"	"	"	432		471		May 1, 70	Dec. 31, 70
	175	"	Wkly.	112	485	123	533	July 26, 69	Dec. 31, 69
	159	2	Mthly.	385		415		Jan. 1, 69	Dec. 31, 69
	220	"	"	351		416		Aug. 1, 69	Jan. 31, 70
	"	"	"	376		445		Feb. 1, 70	Jan. 31, 71
	106	5	"	491		541		Jan. 1, 70	Dec. 31, 70
	"	"	"	531		585		Jan. 1, 71	Dec. 31, 71
Stationary Engineer 2	037	5	"	550		565		July 1, 69	Jan. 31, 70
Stationary Engineer 3	037	5	"	510		525		July 1, 69	Jan. 31, 70
	106	"	"	559		597		Jan. 1, 70	Dec. 31, 70
	"	"	"	604		644		Jan. 1, 71	Dec. 31, 71
Stationary Engineer 4	083	2	"			480		May 1, 69	Apr. 30, 70
<u>Nursing</u>									
Assistant Head Nurse	189	5	"	480		580		July 1, 68	Dec. 31, 69
Registered Nurse	189	5	"	445		545		July 1, 68	Dec. 31, 69
	231	"	"	525		635		Jan. 3, 70	July 3, 70
	"	"	"	535		645		July 4, 70	Jan. 2, 71
Graduate Nurse	189	5	"	410		510		July 1, 68	Dec. 31, 69
	231	"	"	495		585		Jan. 3, 70	July 3, 70
	"	"	"	500		590		July 4, 70	Jan. 2, 71
Nurse's Aide	205	5	"	266		303		Nov. 1, 69	Apr. 30, 70
	"	"	"	279		318		May 1, 70	Dec. 31, 70
	175	"	Wkly.	69	299	74	321	July 26, 69	Dec. 31, 69
	159	2	Mthly.	280		310		Jan. 1, 69	Dec. 31, 69

Table 7 (CONT'D.) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Nurse's Aide (cont'd.)	220		Mthly.	244		277		Aug. 1, 69	Jan. 31, 70
	"		"	261		296		Feb. 1, 70	Jan. 31, 71
	106	5	"	327		347		Jan. 1, 70	Dec. 31, 70
	"	"	"	353		374		Jan. 1, 71	Dec. 31, 71
Registered Nursing Assistant	205	5	"	339		375		Nov. 1, 69	Apr. 30, 70
	"	"	"	356		394		May 1, 70	Dec. 31, 70
	175	"	Wkly.	81	351	86	373	July 26, 69	Dec. 31, 69
	159	2	Mthly.	332		362		Jan. 1, 69	Dec. 31, 69
	220		"	351		382		Aug. 1, 69	Jan. 31, 70
	"		"	376		409		Feb. 1, 70	Jan. 31, 71
	106	5	"	381		406		Jan. 1, 70	Dec. 31, 70
	"	"	"	413		439		Jan. 1, 71	Dec. 31, 71
Teacher	174		"	620		740		Jan. 3, 70	July 3, 70
	"		"	630		750		July 4, 70	Jan. 2, 70

Table 8

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrrt. Rate	Mthly Equi.	Agrrt. Rate	Mthly Equi.	From	To
<u>Dietary</u>									
Cook	056	4	Mthly.	331		359		July 6, 69	July 5, 70
	142	"	"	368		408		Jan. 1, 69	Dec. 31, 69
	151	"	"	388		408		Jan. 1, 69	Dec. 31, 69
	141	3	"	359		405		Sep. 1, 69	May 1, 70
	116	"	"	350		380		Dec. 1, 68	Dec. 31, 69
	171	"	"	320		340		Jan. 1, 69	Dec. 31, 69
	208	2	"	270		295		Jan. 1, 69	Dec. 10, 69
Dishwasher	141	3	"	310		346		Sep. 1, 69	May 1, 70
	142	4	"	326		346		Jan. 1, 69	Dec. 31, 69
	116	3	"	325		345		Dec. 1, 68	Dec. 31, 69
Kitchen Helper (Female)	056	4	"	288		310		July 6, 69	July 4, 70
	142	"	"	255		275		Jan. 1, 69	Dec. 31, 69
	151	"	"	255		275		Jan. 1, 69	Dec. 31, 69
	141	3	"	255		285		Sep. 1, 69	May 1, 70
	116	"	"	255		275		Dec. 1, 68	Dec. 31, 69
	171	"	"	245		270		Jan. 1, 69	Dec. 31, 69
	208	2	"	240		270		Jan. 1, 69	Dec. 10, 69
<u>Housekeeping</u>									
Laundry Helper (Female)	056	4	"	279		302		July 6, 69	July 4, 70
	142	"	"	255		275		Jan. 1, 69	Dec. 31, 69
	151	"	"	255		275		Jan. 1, 69	Dec. 31, 69
	141	3	"	265		295		Sep. 1, 69	May 1, 70
	116	"	"	255		275		Dec. 1, 68	Dec. 31, 69
	171	"	"	245		270		Jan. 1, 69	Dec. 31, 69
	208	2	"	240		270		Jan. 1, 69	Dec. 10, 69
	062	"	"	255		278		Feb. 1, 70	Dec. 31, 70
Maid	056	4	"	279		302		July 6, 69	July 4, 70
	142	"	"	255		275		Jan. 1, 69	Dec. 31, 69
	151	"	"	255		275		Jan. 1, 69	Dec. 31, 69
	141	3	"	265		295		Sep. 1, 69	May 1, 70
	116	"	"	265		285		Dec. 1, 68	Dec. 31, 69
	171	"	"	245		270		Jan. 1, 69	Dec. 31, 69
	208	2	"	245		270		Jan. 1, 69	Dec. 31, 69
	062	"	"	255		278		Feb. 1, 70	Dec. 31, 70

Table 8 (CONT'D.) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Orderly, Trained	056	4	Mthly.	369		404		July 6, 69	July 4, 70
	142	"	"	330		375		Jan. 1, 69	Dec. 31, 69
	151	"	"	355		375		Jan. 1, 69	Dec. 31, 69
	141	3	"	335		380		Sep. 1, 69	May 1, 70
	116	"	"	330		375		Dec. 1, 68	Dec. 31, 69
	171	"	"	330		360		Jan. 1, 69	Dec. 31, 69
	208	2	"	330		360		Jan. 1, 69	Dec. 10, 69
	062	"	"	335		369		Feb. 1, 70	Dec. 31, 70
Porter-Cleaner	056	4	"	322		352		July 6, 69	July 4, 70
	142	"	"	326		346		Jan. 1, 69	Dec. 31, 69
	151	"	"	320		340		Jan. 1, 69	Dec. 31, 69
	141	3	"	310		346		Sep. 1, 69	May 1, 70
	116	"	"	325		345		Dec. 1, 68	Dec. 31, 69
	171	"	"	290		310		Jan. 1, 69	Dec. 31, 69
	208	2	"	285		310		Jan. 1, 69	Dec. 10, 69
	062	"	"	366		388		Feb. 1, 70	Dec. 31, 70
Seamstress	056	4	"	289		315		July 6, 69	July 4, 70
	142	"	"	270		290		Jan. 1, 69	Dec. 31, 69
	151	"	"	275		295		Jan. 1, 69	Dec. 31, 69
	141	3	"	275		305		Sep. 1, 69	May 1, 70
	116	"	"	270		290		Dec. 1, 68	Dec. 31, 69
	171	"	"	245		270		Jan. 1, 69	Dec. 31, 69
Storeman	141	3	"	380		425		Sep. 1, 69	May 1, 70
Washman	056	4	"	322		361		July 6, 69	July 4, 70
	142	"	"	350		370		Jan. 1, 69	Dec. 31, 69
	151	"	"	330		350		Jan. 1, 69	Dec. 31, 69
	141	3	"	310		346		Sep. 1, 69	May 1, 70
	116	"	"	325		345		Dec. 1, 68	Dec. 31, 69
	171	"	"	310		330		Jan. 1, 69	Dec. 31, 69
<u>Maintenance and Engineering</u>									
Electrician	142	4	"	490		520		Jan. 1, 69	Dec. 31, 69
Handyman	056	4	"	367		385		July 6, 69	July 4, 70

Table 8 (CONT'D.) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Handyman (cont'd.)	141	3	Mthly.	330		360		Sep. 1, 69	May 1, 70
	171	"	"	345		375		Jan. 1, 69	Dec. 31, 69
	208	2	"	330		350		Jan. 1, 69	Dec. 10, 69
Maintenance Man	142	4	"	380		400		Jan. 1, 69	Dec. 31, 69
	151	"	"	368		398		Jan. 1, 69	Dec. 31, 69
	116	3	"	365		385		Dec. 1, 68	Dec. 31, 69
Painter	141	3	"	380		425		Sep. 1, 69	May 1, 70
Stationary Engineer 3	056	4	"	480		506		July 6, 69	July 4, 70
	164	"	Hrly.			3.00	520	July 1, 69	June 30, 70
	"	"	"			3.25	563	July 1, 70	June 30, 71
	171	3	Mthly.	400		420		Jan. 1, 69	Dec. 31, 69
Stationary Engineer 4	056	4	"	445		471		July 6, 69	July 4, 70
	077	"	"			501		Sep. 1, 69	Aug. 31, 70
	141	3	"			440		Sep. 1, 69	May 1, 70
	116	"	"			460		Dec. 1, 68	Dec. 31, 69
	062	2	"	433		456		Feb. 1, 70	Dec. 31, 70
Stationary Engineer's Helper	056	4	"	428		437		July 6, 69	July 4, 70
<u>Nursing</u>									
Nurse's Aide	056	4	"	302		331		July 6, 69	July 4, 70
	151	"	"	270		300		Jan. 1, 69	Dec. 31, 69
	141	3	"	275		305		Sep. 1, 69	May 1, 70
	116	"	"	270		300		Dec. 1, 68	Dec. 31, 69
	171	"	"	255		285		Jan. 1, 69	Dec. 31, 69
	208	2	"	265		290		Jan. 1, 69	Dec. 10, 69
	062	"	"	269		292		Feb. 1, 70	Dec. 31, 70
Registered Nursing Assistant	056	4	"	359		395		July 6, 69	July 4, 70
	142	"	"	325		370		Jan. 1, 69	Dec. 31, 69
	151	"	"	325		370		Jan. 1, 69	Dec. 31, 69
	141	3	"	335		380		Sep. 1, 69	May 1, 70
	116	"	"	325		370		Dec. 1, 68	Dec. 31, 69
	171	"	"	330		360		Jan. 1, 69	Dec. 31, 69
	208	2	"	330		360		Jan. 1, 69	Dec. 10, 69
	062	"	"	339		363		Feb. 1, 70	Dec. 31, 70

Table 8 (CONT'D.) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Graduate Nurse	217		Mthly.	435		525		Jan. 1, 69	Dec. 31, 69
Registered Nurse	217		"	470		570		Jan. 1, 69	Dec. 31, 69
Assistant Head Nurse	217		"	508		618		Jan. 1, 69	Dec. 31, 69

Table 9

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	185	1	Mthly.	370		427		July 1, 69	Apr. 30, 70
Clerk II	185	1	"	398		465		July 1, 69	Apr. 30, 70
Clerk-Typist	192	2	"	351		406		Jan. 1, 69	Dec. 31, 69
	095	3	"	329		353		Jan. 1, 70	Dec. 31, 70
Stenographer, Medical	192	2	"	331		383		Jan. 1, 69	Dec. 31, 69
	095	3	"	367		391		Jan. 1, 70	Dec. 31, 70
Telephone Operator	192	2	"	296		315		Jan. 1, 69	Dec. 31, 69
	095	3	"	316		341		Jan. 1, 70	Dec. 31, 70
<u>Dietary</u>									
Cook	061	4	"	390		420		July 28, 69	June 28, 70
	"	"	"	420		450		June 29, 70	Dec. 31, 70
	082	"	"	390		420		July 28, 69	June 28, 70
	"	"	"	420		450		June 29, 70	Dec. 31, 70
	049	3	"	322		351		Sep. 1, 69	Apr. 26, 70
	"	"	"	341		372		Apr. 27, 70	Apr. 30, 71
	091	4	"	392		447		May 1, 69	Apr. 30, 70
	"	"	"	415		474		May 1, 70	Apr. 30, 71
	023	3	"	345		390		May 15, 69	May 14, 70
	"	"	"	365		420		May 15, 70	May 14, 71
	229	"	"	310		340		Oct. 27, 69	July 5, 70
	"	"	"	325		355		July 6, 70	June 30, 71
	038	2	"	384		427		Sep. 1, 69	Apr. 30, 70
	"	"	"	407		450		May 1, 70	Dec. 30, 70
	147	1	"	304		346		Feb. 15, 69	Feb. 15, 70
	148	3	"	455		495		Jan. 1, 70	Dec. 31, 70
Dishwasher	192	2	"	337		391		Jan. 1, 69	Dec. 31, 69
	194	1	"	290		330		Jan. 1, 69	Dec. 31, 69
	024	3	"	345		404		Sep. 29, 69	Sep. 27, 70
	"	"	"	400		428		Sep. 28, 70	Dec. 31, 70
	140	5	"	288		330		Jan. 1, 70	Dec. 31, 70
Dishwasher	192	2	"	308		339		Jan. 1, 69	Dec. 31, 69
	095	3	"	292		316		Jan. 1, 70	Dec. 31, 70

Table 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female)	140	5	Mthly.	276		319		Jan. 1, 70	Dec. 31, 70
	061	4	"	266		296		July 28, 69	June 28, 70
	"	"	"	292		322		June 29, 70	Dec. 31, 70
	082	"	"	266		296		July 28, 69	June 28, 70
	"	"	"	292		322		June 29, 70	Dec. 31, 70
	049	3	"	265		286		Sep. 1, 69	Apr. 26, 70
	"	"	"	281		303		Apr. 27, 70	Apr. 30, 71
	229	"	"	275		305		Oct. 27, 69	July 5, 70
	"	"	"	290		320		July 6, 70	June 30, 71
	023	3	"	260		300		May 15, 69	May 14, 70
	"	"	"	285		325		May 15, 70	May 14, 71
	038	2	"	270		287		Sep. 1, 69	Apr. 30, 70
	"	"	"	288		305		May 1, 70	Dec. 31, 70
	148	3	"	250		290		Jan. 1, 70	Dec. 31, 70
	192	2	"	247		272		Jan. 1, 69	Dec. 31, 69
	194	1	"	225		265		Jan. 1, 69	Dec. 31, 69
	024	3	"	260		291		Sep. 29, 69	Sep. 27, 70
	"	"	"	270		315		Sep. 28, 70	Dec. 31, 70
	095	"	"	292		316		Jan. 1, 70	Dec. 31, 70
	<u>Housekeeping</u>								
Laundry Helper (Female)	140	5	"	291		319		Jan. 1, 70	Dec. 31, 70
	061	4	"	275		305		July 28, 69	June 28, 70
	"	"	"	300		330		June 29, 70	Dec. 31, 70
	082	"	"	275		305		July 28, 69	June 28, 70
	"	"	"	300		330		June 29, 70	Dec. 31, 70
	049	3	"	265		286		Sep. 1, 69	Apr. 26, 70
	"	"	"	281		303		Apr. 27, 70	Apr. 30, 71
	091	4	"	260		300		May 1, 69	Apr. 30, 70
	"	"	"	285		325		May 1, 70	Apr. 30, 71
	023	3	"	260		300		May 15, 69	May 14, 70
	"	"	"	285		325		May 15, 70	May 14, 71
	229	"	"	275		305		Oct. 27, 69	July 5, 70
	"	"	"	290		320		July 6, 70	June 30, 71
	038	2	"	275		300		Sep. 1, 69	Apr. 30, 70
	"	"	"	293		318		May 1, 70	Dec. 31, 70
	148	3	"	250		290		Jan. 1, 70	Dec. 31, 70
	192	2	"	259		286		Jan. 1, 69	Dec. 31, 69
	024	3	"	260		291		Sep. 29, 69	Sep. 27, 70

Table 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Laundry Helper (Female) (cont'd.)	024	3	Mthly.	270		315		Sep. 28, 70	Dec. 31, 70
	095	"	"	292		316		Jan. 1, 70	Dec. 31, 70
Maid	140	5	"	291		319		Jan. 1, 70	Dec. 31, 70
	061	4	"	266		296		July 28, 69	June 28, 70
	"	"	"	292		322		June 29, 70	Dec. 31, 70
	082	"	"	266		296		July 28, 69	June 28, 70
	"	"	"	292		322		June 29, 70	Dec. 31, 70
	049	3	"	265		286		Sep. 1, 69	Apr. 26, 70
	"	"	"	281		303		Apr. 27, 70	Apr. 30, 71
	091	4	"	260		300		May 1, 69	Apr. 30, 70
	"	"	"	285		325		May 1, 70	Apr. 30, 71
	023	3	"	260		300		May 15, 69	May 14, 70
	"	"	"	285		325		May 15, 70	May 14, 71
	038	2	"	266		287		Sep. 1, 69	Apr. 30, 70
	"	"	"	284		305		May 1, 70	Dec. 31, 70
	024	3	"	260		291		Sep. 29, 69	Sep. 27, 70
	"	"	"	270		315		Sep. 28, 70	Dec. 31, 70
	054	1	"	285		321		Jan. 1, 70	Dec. 31, 70
	148	3	"	250		290		Jan. 1, 70	Dec. 31, 70
	192	2	"	247		272		Jan. 1, 69	Dec. 31, 69
	194	1	"	215		255		Jan. 1, 69	Dec. 31, 69
	229	"	"	275		305		Oct. 27, 69	July 5, 70
	"	"	"	290		320		July 6, 70	June 30, 71
	095	3	"	292		316		Jan. 1, 70	Dec. 31, 70
Orderly, Trained	140	5	"	397		452		Jan. 1, 70	Dec. 31, 70
	061	4	"	390		420		July 28, 69	June 28, 70
	"	"	"	420		450		June 29, 70	Dec. 31, 70
	082	"	"	390		420		July 28, 69	June 28, 70
	"	"	"	420		450		June 29, 70	Dec. 31, 70
	049	3	"	356		400		Sep. 1, 69	Apr. 26, 70
	"	"	"	377		424		Apr. 27, 70	Apr. 30, 71
	091	4	"	380		420		May 1, 69	Apr. 30, 70
	"	"	"	410		450		May 1, 70	Apr. 30, 71
	023	3	"	380		420		May 15, 69	May 14, 70
	"	"	"	410		450		May 15, 70	May 14, 71
	038	2	"	322		375		Sep. 1, 69	Apr. 30, 70
	"	"	"	342		395		May 1, 70	Dec. 31, 70

Table 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Orderly, Trained (cont'd.)	095	3	Mthly.	422		461		Jan. 1, 70	Dec. 31, 70	
	054	1	"	407		477		Jan. 1, 70	Dec. 31, 70	
	147	"	"	384		441		Feb. 15, 69	Feb. 15, 70	
	148	3	"	360		400		Jan. 1, 70	Dec. 31, 70	
	192	2	"	356		393		Jan. 1, 69	Dec. 31, 69	
	194	1	"	335		370		Jan. 1, 69	Dec. 31, 69	
	229	"	"	380		430		Oct. 27, 69	July 5, 70	
	"	"	"	410		460		July 6, 70	June 30, 71	
	024	3	"	360		401		Sep. 29, 69	Sep. 27, 70	
	"	"	"	379		436		Sep. 28, 70	Dec. 31, 70	
	Porter-Cleaner	140	5	"	352		407		Jan. 1, 70	Dec. 31, 70
		061	4	"	335		365		July 28, 69	June 28, 70
		"	"	"	375		405		June 29, 70	Dec. 31, 70
		082	"	"	335		365		July 28, 69	June 28, 70
		"	"	"	375		405		June 29, 70	Dec. 31, 70
049		3	"	322		351		Sep. 1, 69	Apr. 26, 70	
"		"	"	341		372		Apr. 27, 70	Apr. 30, 71	
038		2	"	300		335		Sep. 1, 69	Apr. 30, 70	
"		"	"	318		353		May 1, 70	Dec. 31, 70	
054		1	"	407		477		Jan. 1, 70	Dec. 31, 70	
147		"	"	384		441		Feb. 15, 69	Feb. 15, 70	
148		3	"	310		350		Jan. 1, 70	Dec. 31, 70	
192		2	"	323		356		Jan. 1, 69	Dec. 31, 69	
091		4	"	310		360		May 1, 69	Apr. 30, 70	
"		"	"	360		400		May 1, 70	Apr. 30, 71	
229	"	"	335		385		Oct. 27, 69	July 5, 70		
"	"	"	360		410		July 6, 70	June 30, 71		
024	3	"	290		355		Sep. 29, 69	Sep. 27, 70		
"	"	"	335		401		Sep. 28, 70	Dec. 31, 70		
095	"	"	355		391		Jan. 1, 70	Dec. 31, 70		
Seamstress	061	4	"	280		310		July 28, 69	June 28, 70	
	"	"	"	310		340		June 29, 70	Dec. 31, 70	
	082	"	"	280		310		July 28, 69	June 28, 70	
	"	"	"	310		340		June 29, 70	Dec. 31, 70	
	023	3	"	265		305		May 15, 69	May 14, 70	
	"	"	"	290		330		May 15, 70	May 14, 71	
	148	"	"	260		300		Jan. 1, 70	Dec. 31, 70	

Table 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Seamstress (cont'd.)	095	3	Mthly.	310		341		Jan. 1, 70	Dec. 31, 70
	192	2	"	272		300		Jan. 1, 69	Dec. 31, 69
	229	"	"	290		320		Oct. 27, 69	July 5, 70
	"	"	"	305		335		July 6, 70	June 30, 71
	024	3	"	270		306		Sep. 29, 69	Sep. 27, 70
	"	"	"	280		329		Sep. 28, 70	Dec. 31, 70
Storeman	061	4	"	390		420		July 28, 69	June 28, 70
	"	"	"	420		450		June 29, 70	Dec. 31, 70
	082	"	"	390		420		July 28, 69	June 28, 70
	"	"	"	420		450		June 29, 70	Dec. 31, 70
Washman	140	5	"	380		435		Jan. 1, 70	Dec. 31, 70
	061	4	"	345		375		July 28, 69	June 28, 70
	"	"	"	385		415		June 29, 70	Dec. 31, 70
	082	"	"	415		445		July 28, 69	June 28, 70
	"	"	"	430		460		June 29, 70	Dec. 31, 70
	023	3	"	362		400		May 15, 69	May 14, 70
	"	"	"	380		425		May 15, 70	May 14, 71
	192	2	"	323		356		Jan. 1, 69	Dec. 31, 69
<u>Maintenance and Engineering</u>									
Carpenter	140	5	"	494		575		Jan. 1, 70	Dec. 31, 70
	091	4	"	453		490		May 1, 69	Apr. 30, 70
	"	"	"	480		519		May 1, 70	Apr. 30, 71
	089	3	Hrly.			3.29	570	Jan. 7, 69	Jan. 6, 70
	148	"	Mthly.	425		465		Jan. 1, 70	Dec. 31, 70
	192	2	"	401		464		Jan. 1, 69	Dec. 31, 69
	024	3	"	450		495		Sep. 29, 69	Sep. 27, 70
	024	"	"	485		560		Sep. 28, 70	Dec. 31, 70
	095	"	"	451		500		Jan. 1, 70	Dec. 31, 70
Electrician	140	5	"	494		575		Jan. 1, 70	Dec. 31, 70
	091	4	"	453		490		May 1, 69	Apr. 30, 70
	"	"	"	480		519		May 1, 70	Apr. 30, 71
	089	3	Hrly.			3.44	596	Jan. 7, 69	Jan. 6, 70
	024	"	Mthly.	450		495		Sep. 29, 69	Sep. 27, 70
	"	"	"	485		560		Sep. 28, 70	Dec. 31, 70

Table 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Groundsman	140	5	Mthly.	352		407		Jan. 1, 70	Dec. 31, 70
	061	4	"	390		420		July 28, 69	June 28, 70
	"	"	"	420		450		June 29, 70	Dec. 31, 70
	091	"	"	310		360		May 1, 69	Apr. 30, 70
	"	"	"	360		400		May 1, 70	Apr. 30, 71
	023	3	"	362		400		May 15, 69	May 14, 70
	"	"	"	380		425		May 15, 70	May 14, 71
	"	"	"						
Handyman	082	4	"	390		420		July 28, 69	June 28, 70
	"	"	"	420		450		June 29, 70	Dec. 31, 70
	148	3	"	335		375		Jan. 1, 70	Dec. 31, 70
	095	"	"	371		402		Jan. 1, 70	Dec. 31, 70
Labourer	140	5	"	352		407		Jan. 1, 70	Dec. 31, 70
	024	3	"	290		355		Sep. 29, 69	Sep. 27, 70
	"	"	"	335		401		Sep. 28, 70	Dec. 31, 70
Maintenance Man	049	"	"	429		486		Sep. 1, 69	Apr. 26, 70
	"	"	"	455		515		Apr. 27, 70	Apr. 30, 71
	229	"	"	400		450		Oct. 27, 69	July 5, 70
	"	"	"	425		475		July 6, 70	June 30, 71
	091	4	"	417		454		May 1, 69	Apr. 30, 70
	"	"	"	442		481		May 1, 70	Apr. 30, 71
	038	2	"	399		447		Sep. 1, 69	Apr. 30, 70
	"	"	"	423		471		May 1, 70	Dec. 31, 70
	024	3	"	429		467		Sep. 29, 69	Sep. 27, 70
	"	"	"	467		518		Sep. 28, 70	Dec. 31, 70
095	"	"	451		500		Jan. 1, 70	Dec. 31, 70	
Painter	140	5	"	388		490		Jan. 1, 70	Dec. 31, 70
	091	4	"	410		480		May 1, 69	Apr. 30, 70
	"	"	"	435		509		May 1, 70	Apr. 30, 71
	148	3	"	400		440		Jan. 1, 70	Dec. 31, 70
	192	2	"	374		413		Jan. 1, 69	Dec. 31, 69
	024	3	"	450		495		Sep. 29, 69	Sep. 27, 70
	"	"	"	485		560		Sep. 28, 70	Dec. 31, 70
Plumber	091	4	"			503		May 1, 69	Apr. 30, 70
	"	"	"			533		May 1, 70	Apr. 30, 71

Table 9 (CONT'D.) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Nurse's Aide (cont'd.)	023	3	Mthly.	291		336		May 15, 70	May 14, 71	
	038	2	"	275		287		Sep. 1, 69	Apr. 30, 70	
	"	"	"	293		305		May 1, 70	Dec. 31, 70	
	054	1	"	306		350		Jan. 1, 70	Dec. 31, 70	
	147	"	"	288		323		Feb. 15, 69	Feb. 15, 70	
	148	3	"	250		290		Jan. 1, 70	Dec. 31, 70	
	024	"	"	265		296		Sep. 29, 69	Sep. 27, 70	
	"	"	"	275		320		Sep. 28, 70	Dec. 31, 70	
	192	2	"	259		286		Jan. 1, 69	Dec. 31, 69	
	194	1	"	225		265		Jan. 1, 69	Dec. 31, 69	
	229	"	"	275		305		Oct. 27, 69	July 5, 70	
	"	"	"	290		320		July 6, 70	June 30, 71	
	095	3	"	292		316		Jan. 1, 70	Dec. 31, 70	
	Registered Nursing Assistant	140	5	"	367		421		Jan. 1, 70	Dec. 31, 70
		061	4	"	335		365		July 28, 69	June 28, 70
"		"	"	365		395		June 29, 70	Dec. 31, 70	
082		"	"	335		365		July 28, 69	June 28, 70	
"		"	"	365		395		June 29, 70	Dec. 31, 70	
040		3	"	342		364		Sep. 1, 69	Apr. 26, 70	
"		"	"	363		386		Apr. 27, 70	Apr. 30, 71	
091		4	"	320		370		May 1, 69	Apr. 30, 70	
"		"	"	339		390		May 1, 70	Apr. 30, 71	
021		3	"	320		370		May 15, 69	May 14, 70	
"		"	"	339		392		May 15, 70	May 14, 71	
038		2	"	341		389		Sep. 1, 69	Apr. 30, 70	
"		"	"	362		410		May 1, 70	Dec. 31, 70	
147		2	"	315		355		Feb. 15, 69	Feb. 15, 70	
148		5	"	365		405		Jan. 1, 70	Dec. 31, 70	
192		2	"	300		366		Jan. 1, 69	Dec. 31, 69	
024		3	"	330		375		Sep. 29, 69	Sep. 27, 70	
"		"	"	360		407		Sep. 28, 70	Dec. 31, 70	
229		"	"	350		400		Oct. 27, 69	July 5, 70	
"	"	"	375		425		July 6, 70	June 30, 71		
095	3	"	353		390		Jan. 1, 70	Dec. 31, 70		
Graduate Nurse	176	2	"	490		580		Jan. 1, 70	Dec. 31, 70	
Registered Nurse	176	2	"	525		635		Jan. 1, 70	Dec. 31, 70	

Table 10

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	047	5	Mthly.	270		302		Jan. 1, 70	Dec. 31, 70
	115	3	"	277		312		Jan. 1, 69	Dec. 31, 69
Clerk II	047	5	"	295		327		Jan. 1, 70	Dec. 31, 70
	115	3	"	312		347		Jan. 1, 69	Dec. 31, 69
Clerk III	047	5	"	305		337		Jan. 1, 70	Dec. 31, 70
	115	3	"	338		373		Jan. 1, 69	Dec. 31, 69
Clerk IV	047	5	"	325		357		Jan. 1, 70	Dec. 31, 70
Clerk V	047	5	"	356		388		Jan. 1, 70	Dec. 31, 70
Clerk-Typist	225		"	365		395		July 1, 69	Dec. 31, 70
Receptionist	115	3	"	295		338		Jan. 1, 69	Dec. 31, 69
<u>Dietary</u>									
Cook	022	3	"	337		367		Mar. 1, 69	Dec. 31, 69
	026	4	"	337		367		Mar. 1, 69	Dec. 31, 69
	045	5	"	337		367		Mar. 1, 69	Dec. 31, 69
	093	3	"	337		367		Mar. 1, 69	Dec. 31, 69
	034	"	"	342		372		Jan. 1, 69	Dec. 31, 69
	129	"	"	433		475		Jan. 1, 69	Dec. 31, 69
	170	1	"	337		367		May 1, 69	Feb. 28, 70
	225	"	"	330		360		July 1, 69	Dec. 31, 70
	226		Hrly.	1.85	321	2.05	355	July 1, 69	June 30, 70
	"		"	2.00	347	2.20	381	July 1, 70	June 30, 71
Kitchen Helper (Female)	022	3	Mthly.	244		265		Mar. 1, 69	Dec. 31, 69
	026	4	"	244		265		Mar. 1, 69	Dec. 31, 69
	045	5	"	244		265		Mar. 1, 69	Dec. 31, 69
	067	4	"	244		265		Mar. 1, 69	Dec. 31, 69
	093	3	"	244		265		Mar. 1, 69	Dec. 31, 69
	034	"	"	248		278		Jan. 1, 69	Dec. 31, 69

Table 10 (CONT'D.) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female) (cont'd.)	129	3	Mthly.	251		286		Jan. 1, 69	Dec. 31, 69
	170	1	"	244		265		May 1, 69	Feb. 28, 70
	225		"	290		320		July 1, 69	Dec. 31, 70
	226		Hrly.	1.45	251	1.72	298	July 1, 69	June 30, 70
	"		"	1.68	291	1.92	333	July 1, 70	June 30, 71
<u>Housekeeping</u>									
Laundry Helper (Female)	022	3	Mthly.	244		265		Mar. 1, 69	Dec. 31, 69
	026	4	"	244		265		Mar. 1, 69	Dec. 31, 69
	045	5	"	244		265		Mar. 1, 69	Dec. 31, 69
	067	4	"	244		265		Mar. 1, 69	Dec. 31, 69
	093	3	"	244		265		Mar. 1, 69	Dec. 31, 69
	034	"	"	251		281		Jan. 1, 69	Dec. 31, 69
	129	"	"	251		286		Jan. 1, 69	Dec. 31, 69
	170	1	"	244		265		May 1, 69	Feb. 28, 70
	225		"	290		320		July 1, 69	Dec. 31, 70
	226		Hrly.	1.45	251	1.72	298	July 1, 69	June 30, 70
	"		"	1.68	291	1.92	333	July 1, 70	June 30, 71
	022	3	Mthly.	244		265		Mar. 1, 69	Dec. 31, 69
	026	4	"	244		265		Mar. 1, 69	Dec. 31, 69
	045	5	"	244		265		Mar. 1, 69	Dec. 31, 69
	067	4	"	244		265		Mar. 1, 69	Dec. 31, 69
Maid	093	3	"	244		265		Mar. 1, 69	Dec. 31, 69
	034	"	"	248		278		Jan. 1, 69	Dec. 31, 69
	129	"	"	251		286		Jan. 1, 69	Dec. 31, 69
	170	1	"	244		265		May 1, 69	Feb. 28, 70
	225		"	290		320		July 1, 69	Dec. 31, 70
	226		Hrly.	1.45	251	1.72	298	July 1, 69	June 30, 70
	"		"	1.68	291	1.92	333	July 1, 70	June 30, 71
	022	3	Mthly.	369		405		Mar. 1, 69	Dec. 31, 69
	026	4	"	369		405		Mar. 1, 69	Dec. 31, 69
	045	5	"	369		405		Mar. 1, 69	Dec. 31, 69
	067	4	"	369		405		Mar. 1, 69	Dec. 31, 69
	093	3	"	369		405		Mar. 1, 69	Dec. 31, 69
	034	"	"	348		378		Jan. 1, 69	Dec. 31, 69
	129	"	"	355		399		Jan. 1, 69	Dec. 31, 69
	225		"	400		430		July 1, 69	Dec. 31, 70
Orderly, Trained	022	3	Mthly.	369		405		Mar. 1, 69	Dec. 31, 69
	026	4	"	369		405		Mar. 1, 69	Dec. 31, 69
	045	5	"	369		405		Mar. 1, 69	Dec. 31, 69
	067	4	"	369		405		Mar. 1, 69	Dec. 31, 69
	093	3	"	369		405		Mar. 1, 69	Dec. 31, 69
	034	"	"	348		378		Jan. 1, 69	Dec. 31, 69
	129	"	"	355		399		Jan. 1, 69	Dec. 31, 69
	225		"	400		430		July 1, 69	Dec. 31, 70

Table 10 (CONT'D.) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Porter-Cleaner	022	3	Mthly.	313		340		Mar. 1, 69	Dec. 31, 69	
	026	4	"	313		340		Mar. 1, 69	Dec. 31, 69	
	045	5	"	313		340		Mar. 1, 69	Dec. 31, 69	
	067	4	"	313		340		Mar. 1, 69	Dec. 31, 69	
	093	3	"	313		340		Mar. 1, 69	Dec. 31, 69	
	034	"	"	375		405		Jan. 1, 69	Dec. 31, 69	
	129	"	"	347		390		Jan. 1, 69	Dec. 31, 69	
	225	"	"	310		340		July 1, 69	Dec. 31, 70	
	Seamstress	022	3	"	254		275		Mar. 1, 69	Dec. 31, 69
		026	4	"	254		275		Mar. 1, 69	Dec. 31, 69
045		5	"	254		275		Mar. 1, 69	Dec. 31, 69	
067		4	"	254		275		Mar. 1, 69	Dec. 31, 69	
093		3	"	254		275		Mar. 1, 69	Dec. 31, 69	
034		"	"	267		297		Jan. 1, 69	Dec. 31, 69	
129		"	"	251		303		Jan. 1, 69	Dec. 31, 69	
226		"	Hrly.	1.55	269	1.82	315	July 1, 69	June 30, 70	
"		"	"	1.78	309	2.02	350	July 1, 70	June 30, 71	
Washman		022	3	Mthly.	338		365		Mar. 1, 69	Dec. 31, 69
	026	4	"	338		365		Mar. 1, 69	Dec. 31, 69	
	045	5	"	338		365		Mar. 1, 69	Dec. 31, 69	
	067	4	"	338		365		Mar. 1, 69	Dec. 31, 69	
	093	3	"	338		365		Mar. 1, 69	Dec. 31, 69	
	129	"	"	347		390		Jan. 1, 69	Dec. 31, 69	
Storeman	226	"	Hrly.	1.60	277	1.90	329	July 1, 69	June 30, 70	
	"	"	"	1.80	312	2.10	364	July 1, 70	June 30, 71	
<u>Maintenance and Engineering</u>										
Electrician	046	5	Mthly.	437		456		May 1, 69	Dec. 31, 69	
Handyman	045	5	"	333		360		Mar. 1, 69	Dec. 31, 69	
	067	4	"	333		360		Mar. 1, 69	Dec. 31, 69	
	093	3	"	333		360		Mar. 1, 69	Dec. 31, 69	
	129	"	"	347		390		Jan. 1, 69	Dec. 31, 69	
Maintenance Man	045	5	"	360		390		Mar. 1, 69	Dec. 31, 69	
	134	4	"	422		444		Dec. 1, 68	Nov. 30, 70	
	067	"	"	360		390		Mar. 1, 69	Dec. 31, 69	

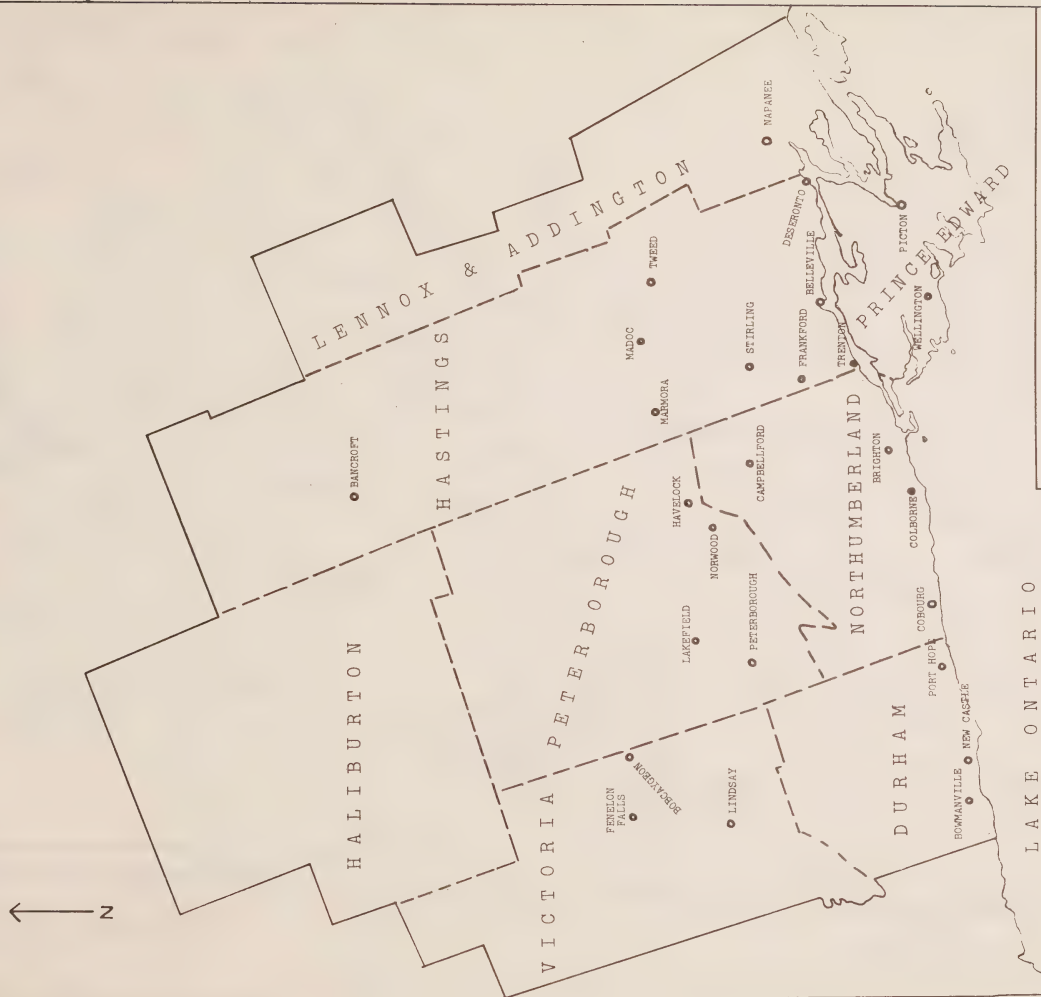
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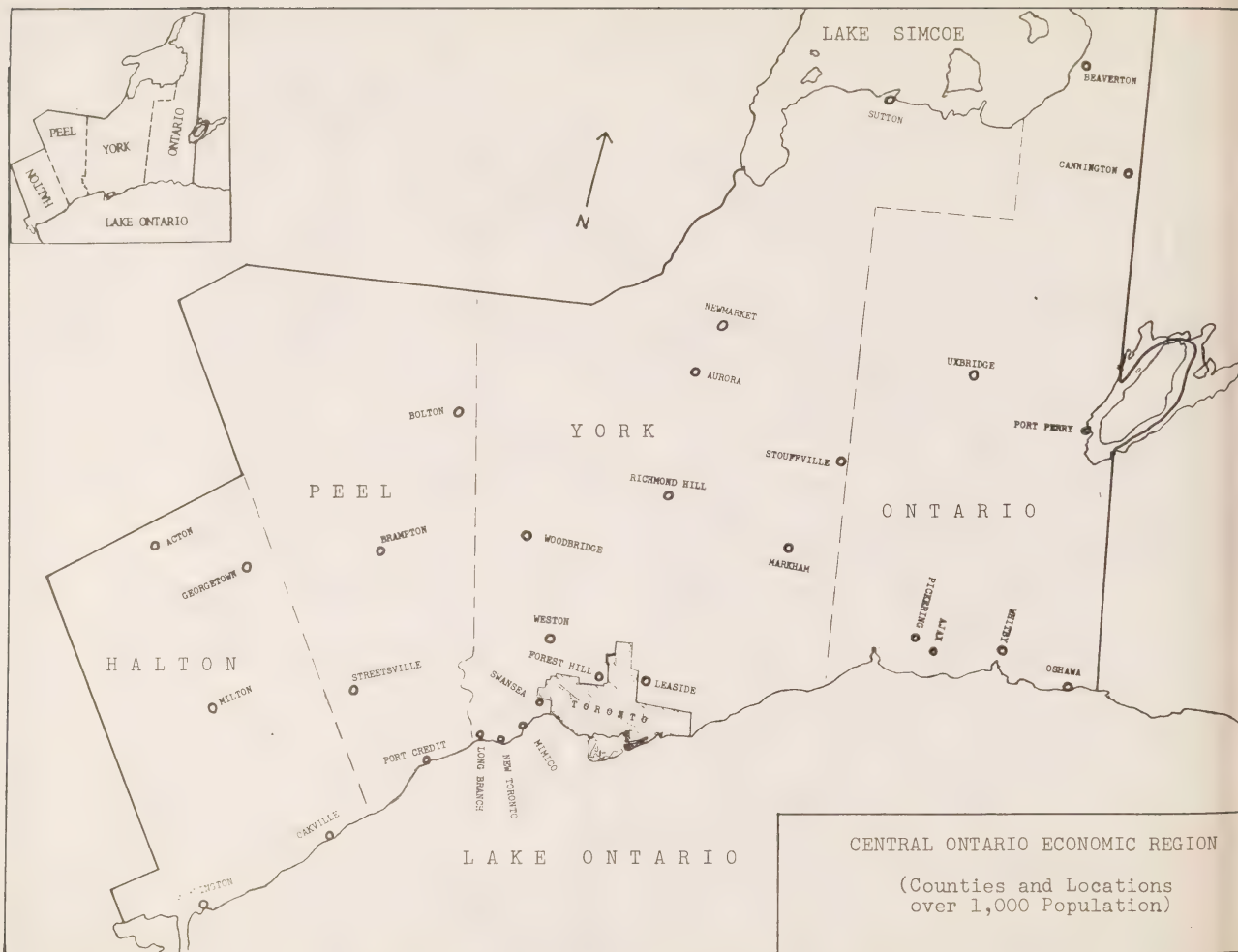
Description	Code	Number of Beds	Wage Data									
			Pay Period	Minimum		Maximum		Effective				
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To			
Maintenance Man (cont'd.)	093 054	3 "	Mthly. "	360 375		390 405		Mar. 1, 69 Jan. 1, 69	Dec. 31, 69 Dec. 31, 69			
Painter	134	4	"	408		449		Dec. 1, 68	Nov. 30, 70			
Stationary Engineer 2	046 134 094	5 4 3	" " "	493 524 493		515 543 515		May 1, 69 Dec. 1, 68 May 1, 69	Dec. 31, 69 Nov. 30, 70 Dec. 31, 69			
	Stationary Engineer 3	046 134 068 094	5 4 " "	" " " "	493 502 493 493		515 522 515 515		May 1, 69 Dec. 1, 68 May 1, 69 May 1, 69	Dec. 31, 69 Nov. 30, 70 Dec. 31, 69 Dec. 31, 69		
		Stationary Engineer 4	129 225	" "	" "	475 485		500 515		Jan. 1, 69 July 1, 69	Dec. 31, 69 Dec. 31, 70	
Nursing			068 094 158 129	4 3 " "	" " Hrly. Mthly.	460 460 " 450		479 479 2.92 475		May 1, 69 May 1, 69 Jan. 1, 70 Jan. 1, 69	Dec. 31, 69 Dec. 31, 69 Dec. 31, 70 Dec. 31, 69	
			Nurse's Aide	018 " 020 225	2 " 1 "	" " " "	" " " 450		524 560 450 480		Jan. 1, 69 Jan. 1, 70 July 1, 69 July 1, 69	Dec. 31, 69 Dec. 31, 70 June 30, 70 Dec. 31, 70
		Nursing		022 026 045 067	3 4 5 4	" " " "	259 259 259 259		280 280 280 280		Mar. 1, 69 Mar. 1, 69 Mar. 1, 69 Mar. 1, 69	Dec. 1, 69 Dec. 1, 69 Dec. 1, 69 Dec. 1, 69
	Registered Nursing Assistant			093 054 129 170 225	3 " " 1 "	" " " " "	259 261 251 259 310		280 291 286 280 340		Mar. 1, 69 Jan. 1, 69 Jan. 1, 69 May 1, 69 July 1, 69	Dec. 1, 69 Dec. 1, 69 Dec. 1, 69 Feb. 28, 70 Dec. 1, 70
				Registered Nursing Assistant	022 026 045 093	3 4 5 3	" " " "	320 320 320 320		360 360 360 360		Mar. 1, 69 Mar. 1, 69 Mar. 1, 69 Mar. 1, 69

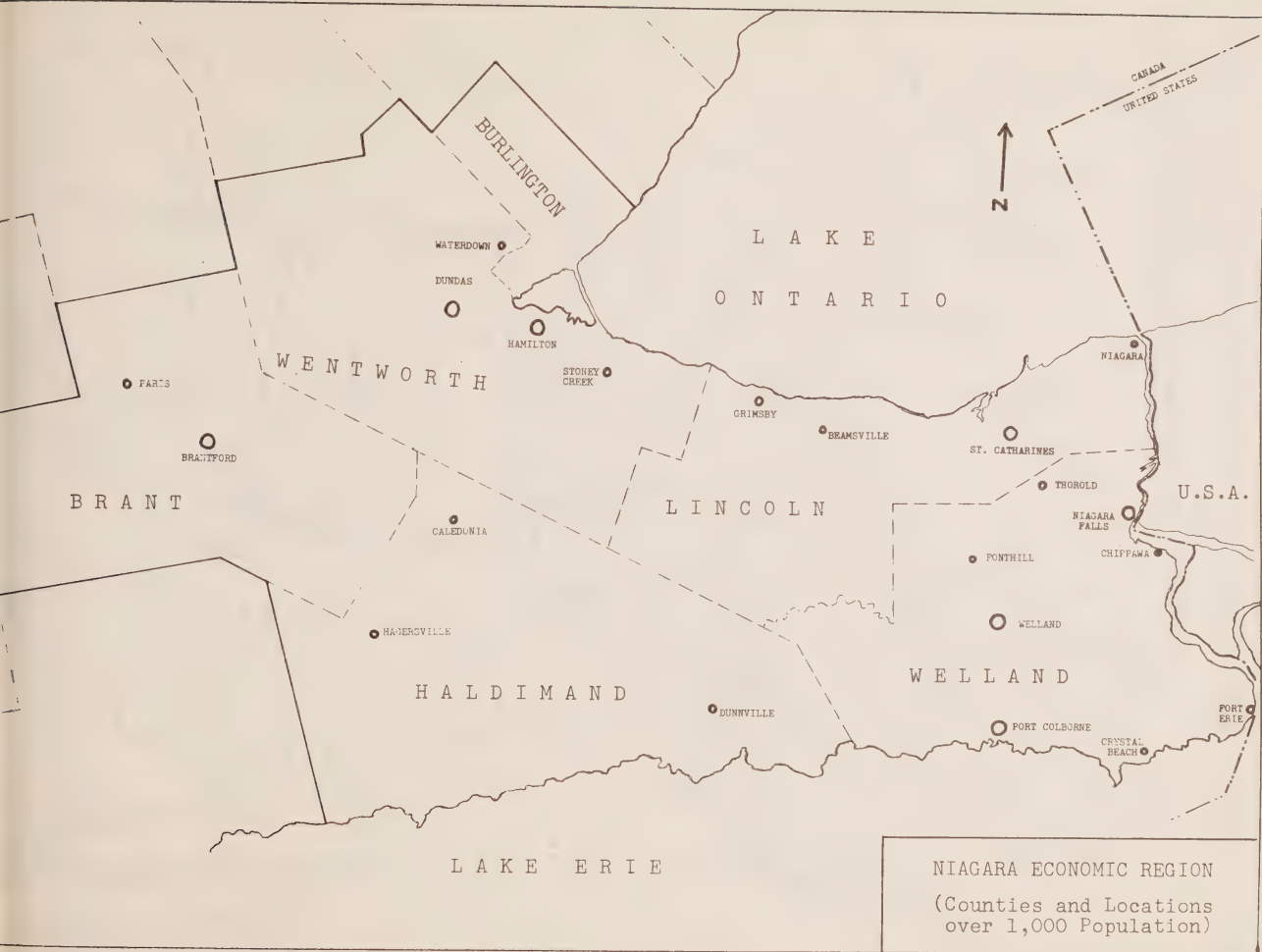
Table 10 (CONT'D.) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

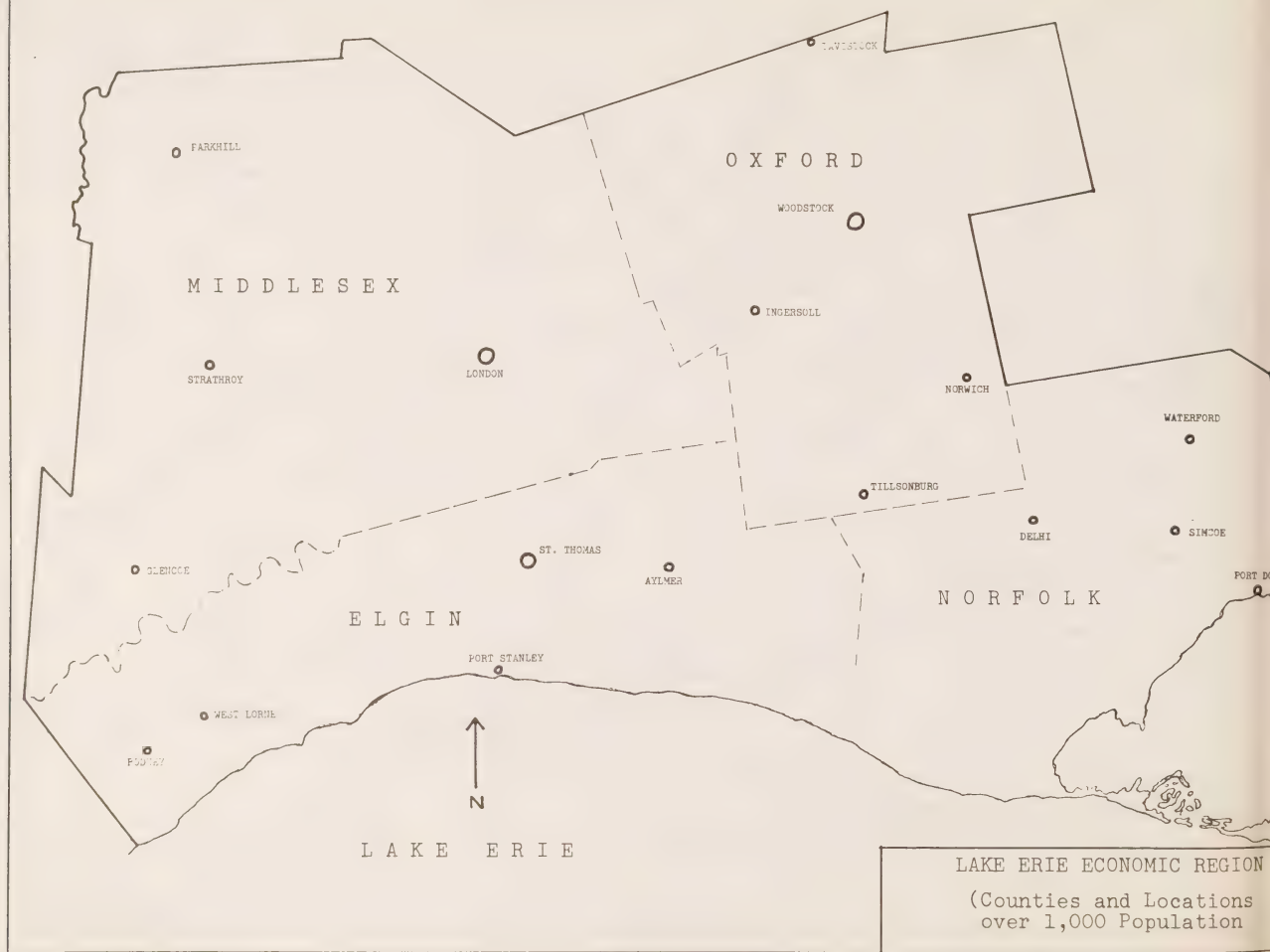
Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd.)	129	3	Mthly.	355		399		Jan. 1, 69	Dec. 31, 69
	170	1	"	320		360		May 1, 69	Feb. 28, 70
	225		"	400		430		July 1, 69	Dec. 31, 70

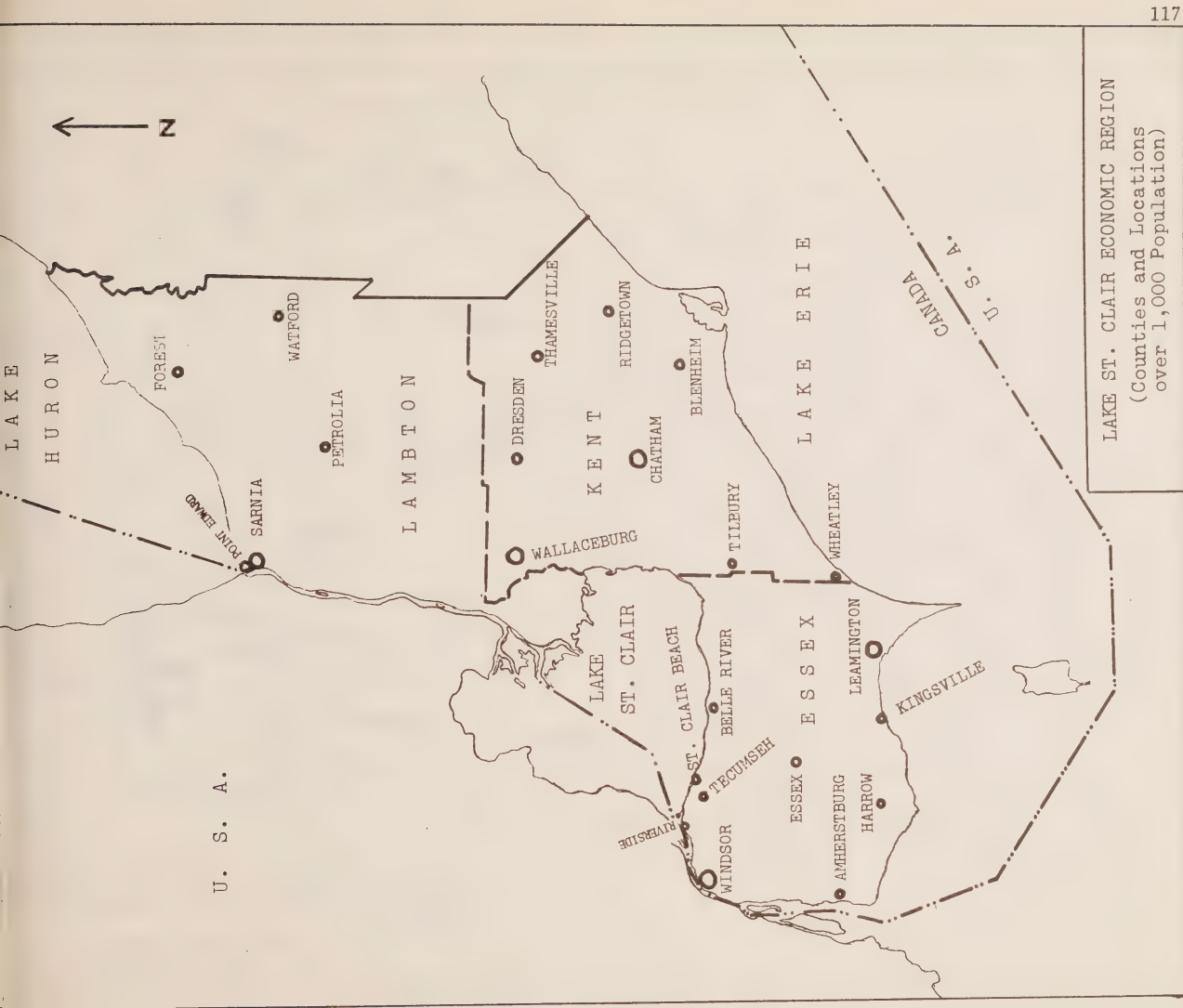




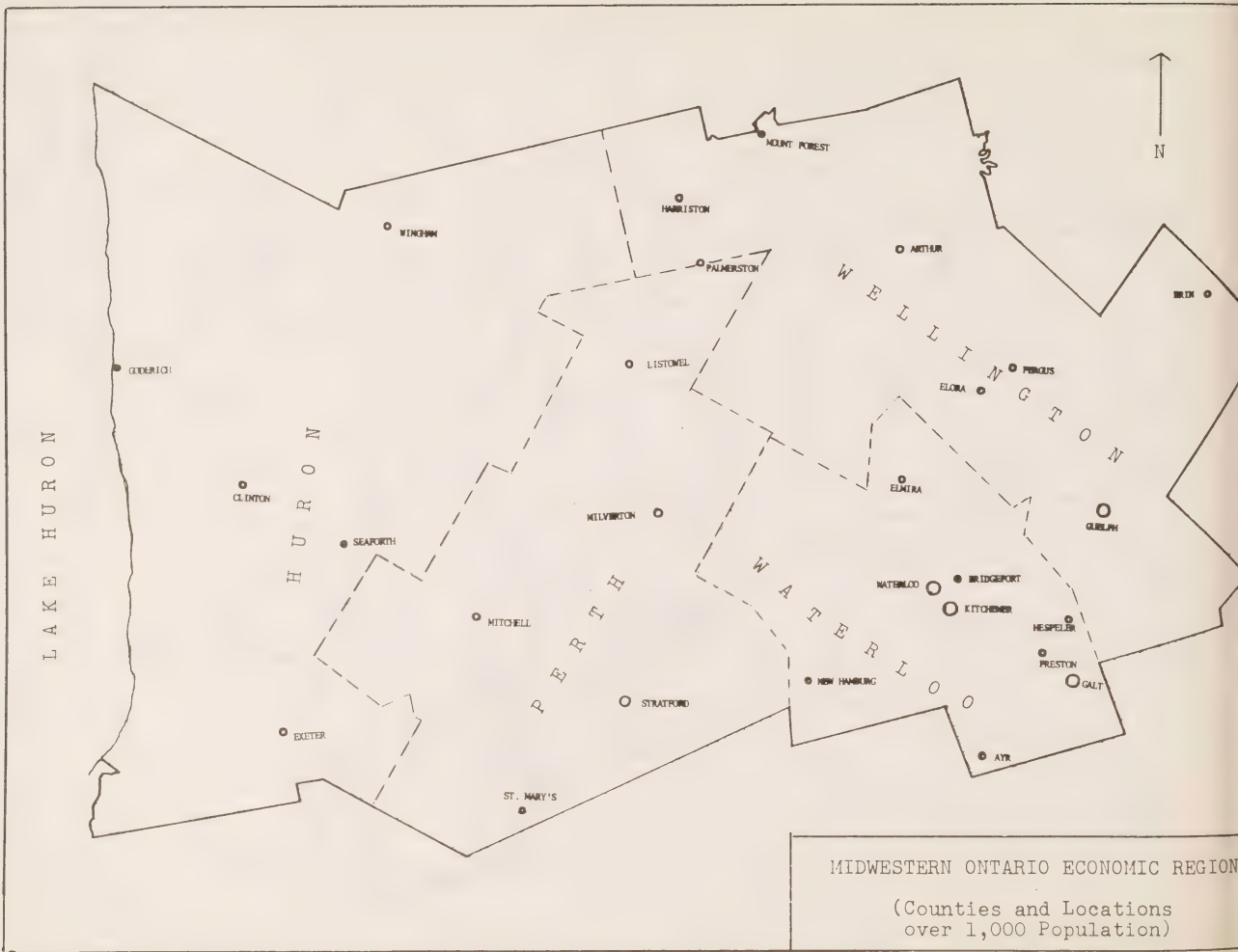


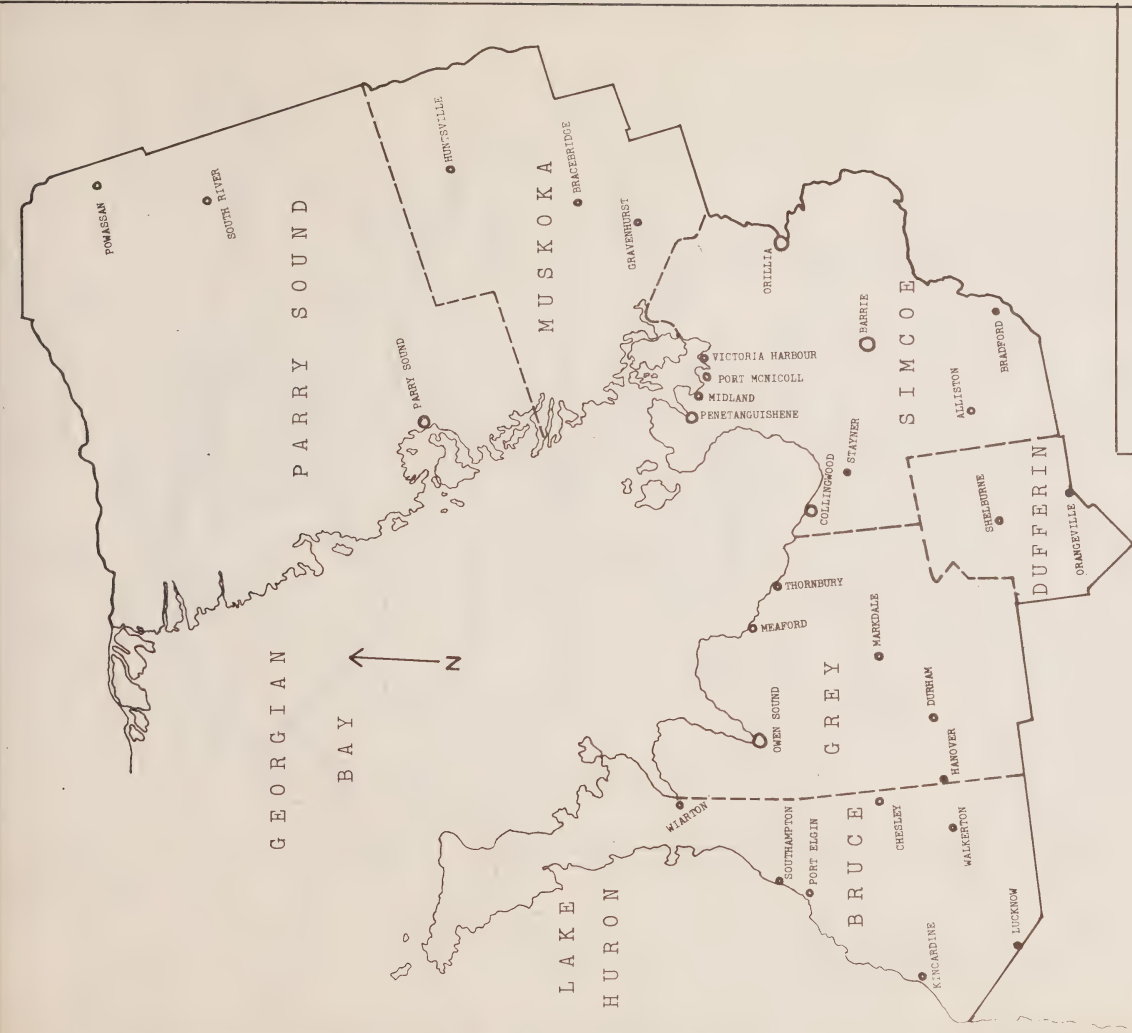






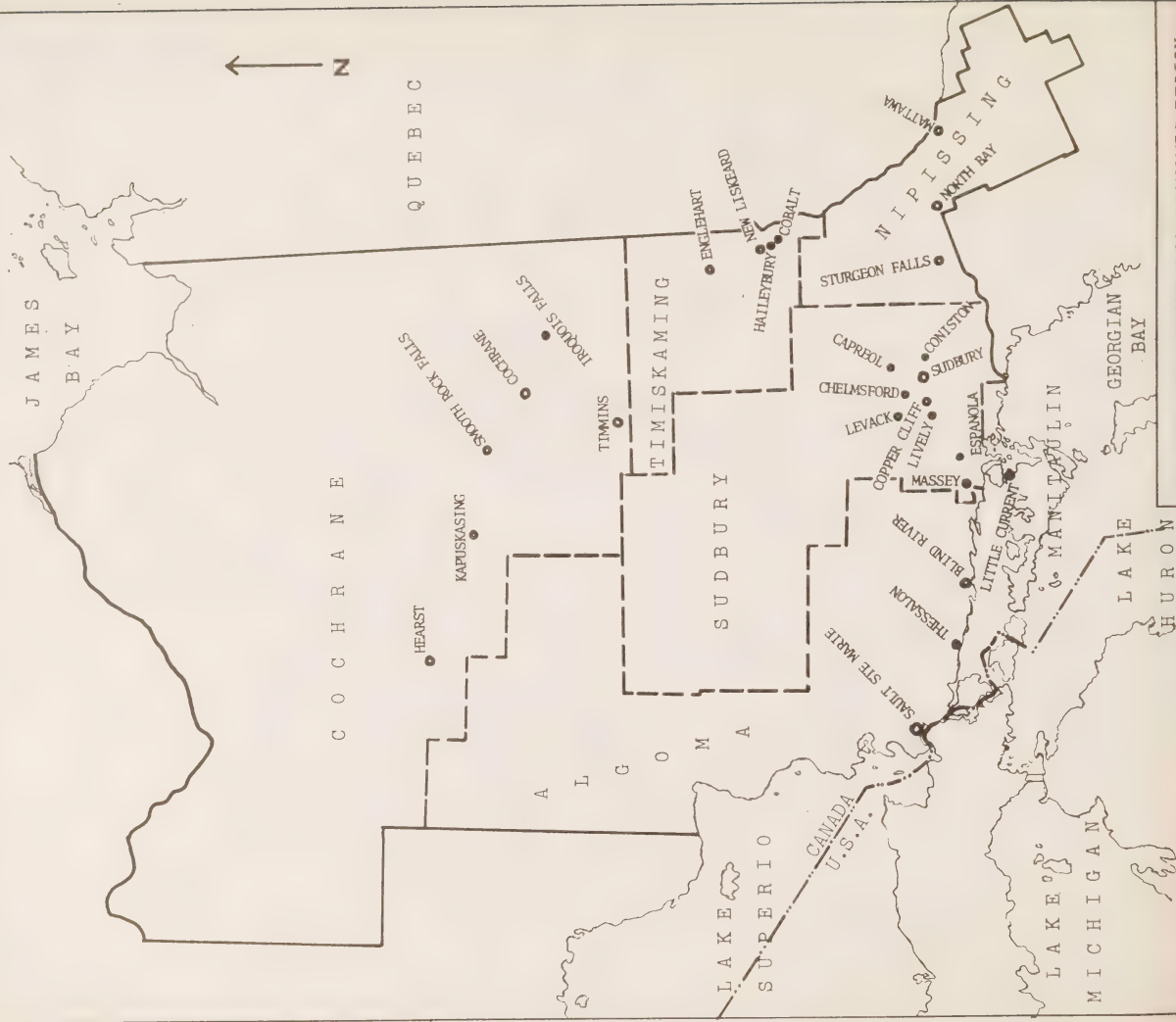
LAKE ST. CLAIR ECONOMIC REGION
(Counties and Locations
over 1,000 Population)





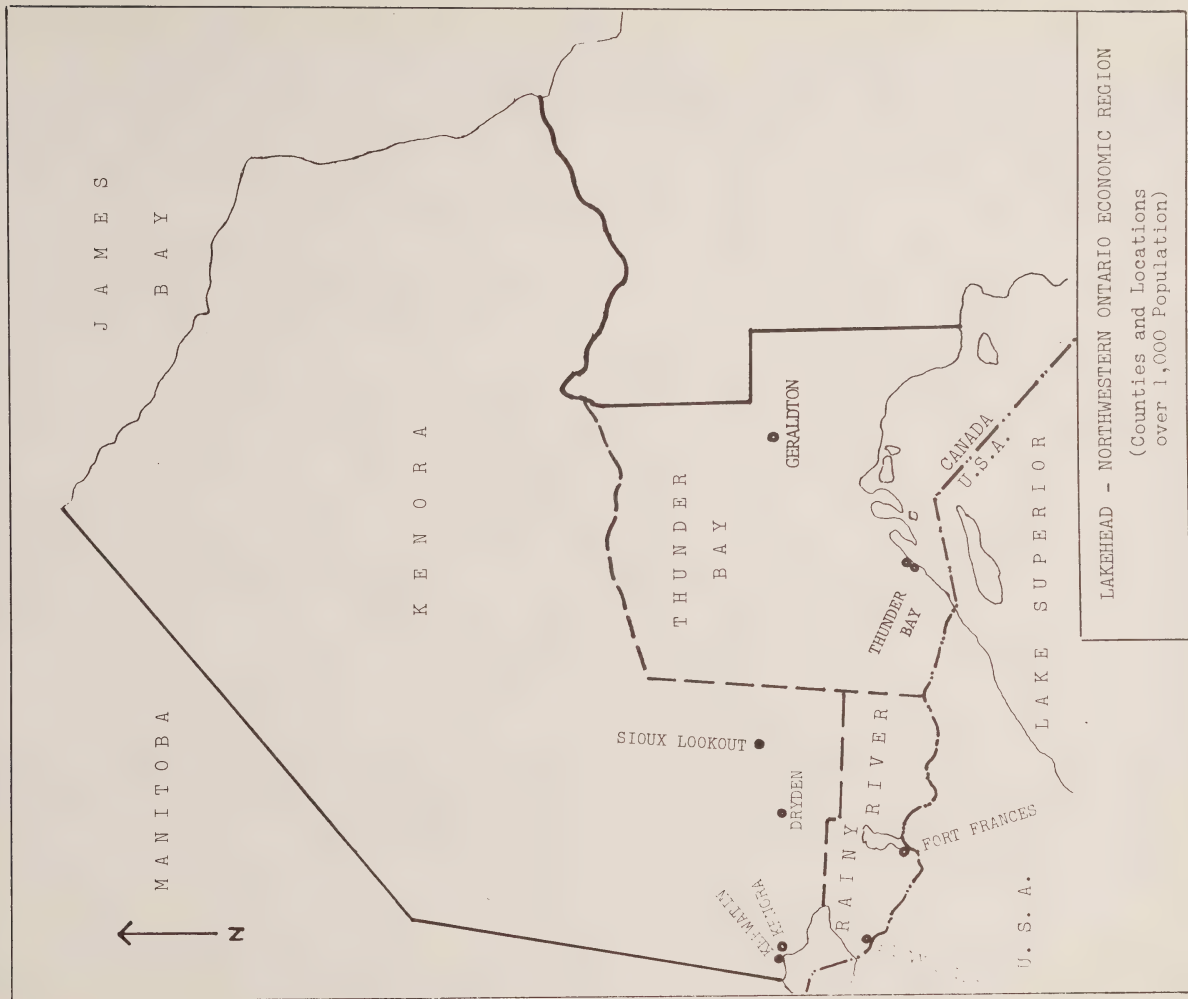
GEORGIAN BAY ECONOMIC REGION

(Counties and Locations
over 1,000 Population)



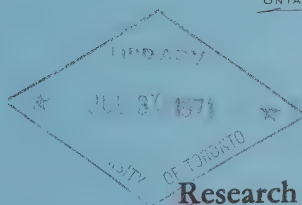
NORTHEASTERN ONTARIO ECONOMIC REGION

(Counties and Locations)



LAKEHEAD - NORTHWESTERN ONTARIO ECONOMIC REGION
(Counties and Locations
over 1,000 Population)

NEGOTIATED WAGES AND WORKING CONDITIONS
IN
ONTARIO HOSPITALS
1971



Research Branch
Ontario Department of Labour

NEGOTIATED WAGES AND WORKING CONDITIONS

IN

ONTARIO HOSPITALS

1971

by

Research Branch

Ontario Department of Labour

June 1971

Hon. Gordon Carton, Q.C.,
Minister

T. M. Eberlee,
Deputy Minister

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I N T R O D U C T I O N

This report is a statistical analysis of collective agreements covering approximately 34,000 full-time employees in 142 hospitals located in the Province of Ontario. The report consists of two parts.

Part I shows the prevalence in terms of numbers of agreements and numbers of employees covered by them, of the major working conditions in 240 hospital agreements in effect on or after January 1970. These agreements account for all the hospital union contracts held in the Department of Labour's Collective Agreements Library at the time the data for this part were compiled, that is, April 30, 1971. Of these 240 agreements, 150 were in force on that date, and the remaining 90 were in various stages of negotiations for renewal.

Part I consists of forty tables that describe bargained working conditions in hospitals. The first six of these tables give information on the geographical distribution of hospital contracts, the unions that are a party to them, their duration, and the sizes and types of bargaining units to which they apply. The remaining tables classify the agreements and employee coverage data for specific provisions by type of bargaining unit. The subject matter of these provisions pertains to union membership; check-off of union dues; hours of work; virtually all arrangements for remuneration above basic wage rates, for example, overtime

compensation and shift premiums; paid time off; contributions to health, welfare and pension plans; and others. The tables covering related provisions, such as those on hours of work, are grouped together in eight separate sections and can be identified in the Table of Contents.

Part II of the report shows the rates of pay provided for selected hospital occupations that fall within existing bargaining units, and updates similar information published by the Department in March 1970. This Part consists of ten tables, each of which sets out bargained hospital wage rates in one of the economic regions of the Province. These regions and the major population centres in them are shown in the maps that appear in the Appendix to the report.

The rates of pay were obtained from 247 agreements, seven more than were analyzed in Part I. These seven contracts are first agreements in newly certified bargaining situations and were received after the analysis of Part I was completed. Also, 37 of the 90 agreements which were under re-negotiation when Part I was analyzed, were received and wage data from these renewals were included in Part II. Because the wage analysis was completed at the end of June 1971, the rates were drawn from 195 current agreements and 52 that were under re-negotiation. The data taken from the 52 contracts were the final rates provided by them.

The occupations for which wage data are given are listed in the left-hand stub of each table. These occupations are the ones that appear most consistently in hospital agreements, and the data presented give a comprehensive picture of the bargained rates applicable to them. The occupations are classified under seven major headings - 'clerical', 'dietary', 'housekeeping', 'maintenance and engineering', 'nursing', 'nursing education', 'technicians and technologists' - and are listed alphabetically by title within these headings.

The code numbers entered in the second column of each table of Part II identify specific agreements. These codes relate the rates listed for the occupations to the agreements where they were found. Therefore, if a code is not shown against an occupation title, that occupation was not found in the agreement the number identifies.

The numerical codes in the third column identify the number of beds in the hospitals covered by the contracts according to the relationship shown in the tabulation immediately below. These codes are presented in order to allow the user to relate the wage data to hospital size.

<u>Number of Beds</u>	<u>Code</u>
Under 50	1
50 - 99	2
100 - 199	3
200 - 299	4
300 - 499	5
500 - 699	6
700 - 899	7
900 and over	8

For each occupation, the minimum and maximum or single rate of pay is given on an hourly, weekly, or monthly basis. Where a single rate occurs it is shown in the column marked "Maximum". The period each rate is in effect is given, and the last date entered in the final column on each page and referring to a specific agreement code is the termination date of the contract.

The columns marked "Agt. Rate" show the rates printed in the contracts rounded to the nearest dollar in all but hourly rates cases. To facilitate comparisons, where these rates were given as hourly, weekly or bi-weekly, they have been converted to monthly equivalents and are shown in the columns marked "Mthly. Equi.".

The equivalent monthly rates were obtained from actual (not rounded) rates, as follows:

- (1) where the agreement rates were hourly

$$\frac{\text{hourly rate} \times \text{weekly hours} \times 52}{12}$$

- (2) where the agreement rate was weekly

$$\frac{\text{weekly rate} \times 52}{12}$$

- (3) where the agreement rate was bi-weekly

$$\frac{\text{bi-weekly rate} \times 26}{12}$$

For this reason, the equivalent monthly rates

shown are sometimes different for the same weekly or bi-weekly rates in the columns marked "Agt. Rate".

The agreements were analyzed by members of

the Research Branch staff - Agnes Gesing, Joyce Riede and Sam Willoughby - under the supervision of Lenard Haywood. The Systems and ADP Branch assisted in compiling the data and the report was printed by the Office Services Branch.

P A R T I

WORKING CONDITIONS

SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION,
UNION, DURATION, EXPIRY DATE AND BAR-
GAINING UNIT SIZE AND TYPE

TABLE 1

REGIONAL AND URBAN DISTRIBUTION OF ONTARIO HOSPITAL AGREEMENTS

ECONOMIC REGION AND URBAN CENTRE OF 5,000 AND MORE POPULATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
<u>Eastern Ontario</u>	24	2,310	2	301	2	610	3	1,738	31	12.9	4,959	14.8
Brockville	1	100	-	-	1	100	-	-	2	0.8	200	0.6
Hawkesbury	1	77	-	-	-	-	-	-	1	0.4	77	0.2
Kingston	4	503	1	186	-	-	1	198	6	2.5	887	2.6
Ottawa	12	1,438	1	115	1	510	2	1,540	16	6.7	3,603	10.8
Smith Falls	2	9	-	-	-	-	-	-	2	0.8	9	0.0
Remainder	4	183	-	-	-	-	-	-	4	1.7	183	0.5
<u>Lake Ontario</u>	10	944	1	22	2	379	-	-	13	5.4	1,345	4.0
Belleville	2	332	-	-	1	265	-	-	3	1.3	597	1.8
Bowmanville	2	66	-	-	-	-	-	-	2	0.8	66	0.2
Lindsay	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Peterborough	3	476	1	22	1	114	-	-	5	2.1	612	1.8
Pictou	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Trenton	1	60	-	-	-	-	-	-	1	0.4	60	0.2
<u>Central Ontario</u>	52	8,344	1	271	4	1,065	2	895	59	24.6	10,575	31.6
Ajax	1	76	-	-	-	-	-	-	1	0.4	76	0.2
Brampton	2	263	-	-	1	350	-	-	3	1.3	613	1.8
Burlington	1	7	-	-	-	-	1	140	2	0.8	147	0.4
Georgetown	1	41	-	-	-	-	-	-	1	0.4	41	0.1
Newmarket	1	153	-	-	-	-	-	-	1	0.4	153	0.5
Oakville	2	44	-	-	-	-	-	-	2	0.8	44	0.1
Oshawa	2	413	-	-	1	440	-	-	3	1.3	853	2.5
Mississauga	1	10	-	-	-	-	-	-	1	0.4	10	0.0
Richmond Hill	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Metropolitan Toronto	40	7,332	1	271	2	275	1	755	44	18.3	8,633	25.8
<u>Niagara</u>	20	3,165	-	-	4	1,225	1	1,725	25	10.4	6,115	18.3
Brantford	4	451	-	-	-	-	-	-	4	1.7	451	1.3
Fort Erie	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Hamilton	5	1,407	-	-	3	1,043	1	1,725	9	3.8	4,175	12.5
Niagara Falls	2	297	-	-	-	-	-	-	2	0.8	297	0.9
St. Catharines	5	657	-	-	1	182	-	-	6	2.5	839	2.5
Welland	2	298	-	-	-	-	-	-	2	0.8	298	0.9
Remainder	1	50	-	-	-	-	-	-	1	0.4	50	0.1
<u>Lake Erie</u>	11	1,673	-	-	1	268	-	-	12	5.0	1,941	5.8
Ingersoll	2	57	-	-	-	-	-	-	2	0.8	57	0.2
London	3	878	-	-	1	268	-	-	4	1.7	1,146	3.4
St. Thomas	1	287	-	-	-	-	-	-	1	0.4	287	0.9
Simcoe	1	175	-	-	-	-	-	-	1	0.4	175	0.5
Tillsonburg	2	111	-	-	-	-	-	-	2	0.8	111	0.3
Woodstock	2	165	-	-	-	-	-	-	2	0.8	165	0.5

TABLE 1 cont'd.

ECONOMIC REGION AND URBAN CENTRE OF 5,000 AND MORE POPULATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		
									AGREEMENTS		EMP.
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.
<u>Lake St. Clair</u>	18	2,085	1	70	3	270	-	-	22	9.2	2,425
Chatham	4	346	-	-	-	-	-	-	4	1.7	346
Leamington	1	67	-	-	-	-	-	-	1	0.4	67
Sarnia	1	225	1	70	-	-	-	-	2	0.8	295
Wallaceburg	1	56	-	-	1	60	-	-	2	0.8	116
Windsor	11	1,391	-	-	2	210	-	-	13	5.4	1,601
<u>Midwestern Ontario</u>	14	1,438	-	-	5	387	-	-	19	7.9	1,825
Fergus	1	1	-	-	-	-	-	-	1	0.4	1
Galt	2	187	-	-	-	-	-	-	2	0.8	187
Goderich	1	61	-	-	1	17	-	-	2	0.8	78
Guelph	3	465	-	-	2	250	-	-	5	2.1	715
Kitchener	5	432	-	-	2	120	-	-	7	2.9	552
Stratford	1	266	-	-	-	-	-	-	1	0.4	266
Remainder	1	26	-	-	-	-	-	-	1	0.4	26
<u>Georgian Bay</u>	11	846	-	-	1	24	-	-	12	5.0	870
Barrie	2	220	-	-	-	-	-	-	2	0.8	220
Collingwood	1	88	-	-	-	-	-	-	1	0.4	88
Midland	1	65	-	-	-	-	-	-	1	0.4	65
Orangeville	1	69	-	-	-	-	-	-	1	0.4	69
Orillia	2	124	-	-	-	-	-	-	2	0.8	124
Owen Sound	1	210	-	-	-	-	-	-	1	0.4	210
Parry Sound	1	6	-	-	-	-	-	-	1	0.4	6
Remainder	2	64	-	-	1	24	-	-	3	1.3	88
<u>Northeastern Ontario</u>	17	1,695	1	3	3	164	3	280	24	10.0	2,142
North Bay	4	359	-	-	1	115	-	-	5	2.1	474
Sault Ste. Marie	2	438	-	-	-	-	-	-	2	0.8	438
Sturgeon Falls	-	-	-	-	-	-	1	97	1	0.4	97
Sudbury	4	572	-	-	1	36	1	170	6	2.5	778
Remainder	7	326	1	3	1	13	1	13	10	4.2	355
<u>Lakehead-Northwestern Ontario</u>	16	937	3	105	2	139	2	105	23	9.6	1,286
Dryden	1	4	-	-	-	-	-	72	2	0.8	76
Fort Frances	1	87	1	5	-	-	-	-	2	0.8	92
Kenora	2	87	-	-	-	-	-	-	2	0.8	87
Thunder Bay	9	717	2	100	1	124	-	-	12	5.0	941
Remainder	3	42	-	-	1	15	1	33	5	2.1	90
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483

TABLE 2

UNIONS REPRESENTING EMPLOYEES COVERED BY ONTARIO HOSPITAL AGREEMENTS

UNION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
Canadian Union of General Employees	2	1,043	-	-	-	-	-	-	2	0.8	1,043	3.1
Canadian Operating Engineers	25	194	-	-	-	-	-	-	25	10.4	194	0.6
Service Association of Ontario	-	-	1	22	-	-	-	-	1	0.4	22	0.1
Act 50 (ATW)	1	12	-	-	-	-	-	-	1	0.4	12	0.0
National Operating Engineers	61	615	-	-	-	-	-	-	61	25.4	615	1.8
(Associations)	-	-	-	-	27	4,531	-	-	27	11.3	4,531	13.5
(Employees)	1	26	3	127	-	-	3	118	7	2.9	271	0.8
(Employees (CUPE))	41	7,730	2	191	-	-	7	4,427	50	20.8	12,348	36.9
Employees International Union	58	12,151	2	317	-	-	-	-	60	25.0	12,468	37.2
Employees Federation	3	1,027	-	-	-	-	-	-	3	1.3	1,027	3.1
Independent Local Unions	1	639	1	115	-	-	1	198	3	1.3	952	2.8
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 3

DURATION OF ONTARIO HOSPITAL AGREEMENTS

DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		
									AGREEMENTS	EMP.	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.
Less than one year	1	177	-	-	2	138	-	-	3	1.3	31
One year	43	3,894	-	-	18	3,527	3	3,315	64	26.7	10,73
Between one and two years	41	5,503	1	46	4	693	3	303	49	20.4	6,54
Two years	97	11,706	8	726	2	137	3	273	110	45.8	12,84
Between two and three years	7	1,165	-	-	1	36	2	852	10	4.2	2,01
Three years	3	353	-	-	-	-	-	-	3	1.3	31
Indefinite duration	1	639	-	-	-	-	-	-	1	0.4	61
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,44

TABLE 4

MONTH AND YEAR OF EXPIRATION OF ONTARIO HOSPITAL AGREEMENTS

MONTH	1970		1971		1972		1973		1974		TOTAL			
											AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
January	-	-	5	624	3	17	3	209	1	343	12	5.0	1,193	3.5
February	-	-	6	199	1	12	1	36	-	-	8	3.3	247	0.7
March	-	-	9	2,010	5	800	3	22	-	-	17	7.1	2,832	8.5
April	-	-	11	1,215	6	2,271	1	3	-	-	18	7.5	3,489	10.4
May	-	-	9	1,899	8	1,209	-	-	-	-	17	7.1	3,108	9.3
June	1	11	7	449	5	484	-	-	-	-	13	5.4	944	2.8
July	-	-	5	690	2	707	-	-	-	-	7	2.9	1,397	4.2
August	-	-	2	32	-	-	-	-	-	-	2	0.8	32	0.1
September	3	133	4	648	-	-	-	-	-	-	7	2.9	781	2.3
October	1	11	6	56	1	6	-	-	-	-	8	3.3	73	0.2
November	5	757	3	103	1	15	-	-	-	-	9	3.8	875	2.6
December	49	9,278	47	5,905	24	2,685	1	5	-	-	121	50.4	17,873	53.4
Indefinite expiration	-	-	-	-	-	-	-	-	-	-	1	0.4	639	1.9
Total	59	10,190	114	13,830	56	8,206	9	275	1	343	240	100.0	33,483	100.0

TABLE 5

SIZE OF BARGAINING UNITS COVERED BY ONTARIO HOSPITAL AGREEMENTS

SIZE OF BARGAINING UNIT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL AGREEMENTS		B
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	
Under 25 employees	86	609	3	30	5	73	1	13	95	39.6	
25 - 49 employees	9	300	1	46	1	36	1	33	12	5.0	
50 - 99 employees	26	1,785	2	124	3	215	3	259	34	14.2	2,
100 - 199 employees	27	3,975	2	301	11	1,446	3	508	43	17.9	6,
200 - 499 employees	36	10,241	1	271	5	1,676	-	-	42	17.5	12,
500 - 999 employees	7	4,527	-	-	2	1,085	1	755	10	4.2	6,
1,000 - 1,999 employees	2	2,000	-	-	-	-	2	3,175	4	1.7	5,
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,

TABLE 6

TYPE OF BARGAINING UNIT COVERED BY ONTARIO HOSPITAL AGREEMENTS

Type of Bargaining Unit	Agreements		Employees Covered	
	Number	Per Cent	Number	Per Cent
Non-office employees ¹	193	80.4	23,437	70.0
Service employees ²	9	3.8	772	2.3
Professional employees ³	27	11.3	4,531	13.5
Non-office, office and professional employees	11	4.6	4,743	14.2
Total	240	100.0	33,483	100.0

Includes service and/or maintenance employees.

Includes office, clerical and/or technical employees.

Includes only nurses.

SECTION 2
UNION SECURITY

TABLE 7

UNION MEMBERSHIP REQUIREMENTS UNDER ONTARIO HOSPITAL AGREEMENTS

MEMBERSHIP REQUIREMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENT'S		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
provision	144	18,950	6	312	27	4,531	5	2,223	182	75.8	26,016	77.7
closed shop ¹	4	40	-	-	-	-	-	-	4	1.7	40	0.1
union shop ²	15	166	-	-	-	-	3	1,535	18	7.5	1,701	5.1
modified union shop ³	15	1,699	1	3	-	-	3	985	19	7.9	2,687	8.0
maintenance of membership ⁴	12	2,478	2	457	-	-	-	-	14	5.8	2,935	8.8
other	3	104	-	-	-	-	-	-	3	1.3	104	0.3
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

1. A closed shop requires the employer to hire and retain in its employ only union members.

2. A union shop requires all employees to become members of the union within a specified time and to remain members as a condition of continued employment.

3. A modified union shop is the same as a union shop except that certain groups or classes of employees may be exempted, most commonly employees hired before a specified date or those who were not members at the time the agreement took effect.

4. Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the duration of the agreement, present employees who are not members are not required to join the union, new employees need not join but if they do they must maintain their membership as a condition of continued employment.

TABLE 8

CHECK-OFF¹ PAYMENTS UNDER ONTARIO HOSPITAL AGREEMENTS

TYPES OF PAYMENT CHECK-OFF	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL AGREEMENTS	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
No provision	4	656	-	-	-	-	-	-	4	1.7
Dues check-off only	162	20,999	9	772	27	4,531	9	3,891	207	86.3
Dues and initiation fees	13	1,024	-	-	-	-	-	-	13	5.4
Dues and assessments	10	362	-	-	-	-	1	755	11	4.6
Dues, initiation fees and assessments	4	396	-	-	-	-	1	97	5	2.1
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0

1 - Check-off is the arrangement whereby the employer regularly deducts from employees' wages union dues and other financial contributions to the union and remits the amounts to the union.

TABLE 9

AUTHORIZATION¹ FOR DUES CHECK-OFF UNDER ONTARIO HOSPITAL AGREEMENTS

TYPE OF AUTHORIZATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
provision for dues check-off	4	656	-	-	-	-	-	-	4	1.7	656	2.0
compulsory for all employees	118	17,832	3	391	21	3,779	10	4,545	152	63.3	26,547	79.3
voluntary for all employees	17	266	1	22	1	36	-	-	19	7.9	324	1.0
modified - compulsory	54	4,683	5	359	5	716	1	198	65	27.1	5,956	17.7
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

Authorization for dues check-off was classified into three types:

- (1) compulsory, where the employer is required to deduct union dues from the employees' wages without prior authorization from them, or where employees are required to authorize the employer to make such deductions;
- (2) voluntary, where employees may or may not authorize the employer to deduct union dues from their wages; and
- (3) modified-compulsory, where union dues deductions are compulsory for some of the employees in the bargaining unit and voluntary for others.

SECTION 3

HOURS OF WORK AND OVERTIME

TABLE 10

STANDARD DAILY HOURS UNDER ONTARIO HOSPITAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
1/4 hours	-	-	1	3	-	-	-	-	1	0.4	3	0.0
1/2 hours	14	2,042	2	76	4	675	2	288	22	9.2	3,081	9.2
2/3 hours	1	160	-	-	-	-	-	-	1	0.4	160	0.5
7/10 hours	-	-	1	115	-	-	-	-	1	0.4	115	0.3
3/4 hours	3	502	-	-	16	3,173	-	-	19	7.9	3,675	11.0
hours	170	20,399	3	121	6	647	4	440	183	76.3	21,607	64.5
2/5 hours	1	5	-	-	-	-	-	-	1	0.4	5	0.0
ries for different groups of employees	3	323	2	457	-	-	5	4,015	10	4.2	4,795	14.3
anges during term of agreement	-	-	-	-	1	36	-	-	1	0.4	36	0.1
t specified	1	6	-	-	-	-	-	-	1	0.4	6	0.0
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 11

STANDARD OR AVERAGE WEEKLY HOURS UNDER ONTARIO HOSPITAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL AGREEMENTS	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
36-1/4 hours	-	-	1	3	-	-	-	-	1	0.4
37-1/2 hours	14	2,042	2	76	4	675	2	288	22	9.2
38-1/3 hours	1	160	-	-	-	-	-	-	1	0.4
38-1/2 hours	-	-	1	115	-	-	-	-	1	0.4
38-3/4 hours	3	502	-	-	16	3,173	-	-	19	7.9
40 hours	162	20,031	3	121	6	647	4	440	175	72.9
42 hours	9	50	-	-	-	-	-	-	9	3.8
Varies for different groups of employees	4	652	2	457	-	-	5	4,015	11	4.6
Changes during term of agreement	-	-	-	-	1	36	-	-	1	0.4
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0

TABLE 12

COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS
UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
provision	45	5,227	4	390	4	1,017	2	103	55	22.9	6,737	20.1
one and one-half	132	16,834	5	382	20	3,355	9	4,640	166	69.1	25,211	75.3
straight time followed by one and one-half	1	4	-	-	-	-	-	-	1	0.4	4	0.0
one and one-half followed by double time	8	156	-	-	-	-	-	-	8	3.3	156	0.5
rates for different groups of employees	-	-	-	-	1	95	-	-	1	0.4	95	0.3
equivalent time off	-	-	-	-	1	4	-	-	1	0.4	4	0.0
equivalent time off or pay at one and one-half	4	368	-	-	-	-	-	-	4	1.7	368	1.1
one and one-half off or pay at one and one-half	1	203	-	-	-	-	-	-	1	0.4	203	0.6
per	2	645	-	-	1	60	-	-	3	1.3	705	2.1
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 13

COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY, BIWEEKLY OR MONTHLY HOURS UNDER
ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL AGREEMENTS	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%
No provision	35	4,049	2	169	8	829	7	3,661	52	21.7
Time and one-half	148	18,781	5	329	15	3,033	4	1,082	172	71.7
Straight time followed by time and one-half	3	18	-	-	-	-	-	-	3	1.3
Time and one-half followed by double time	1	13	-	-	-	-	-	-	1	0.4
Varies for different groups of employees	-	-	1	271	1	95	-	-	2	0.8
Equivalent time off	-	-	-	-	2	514	-	-	2	0.8
Equivalent time off or pay at straight time	-	-	1	3	-	-	-	-	1	0.4
Equivalent time off or pay at time and one-half	5	373	-	-	1	60	-	-	6	2.5
Time and one-half off or pay at time and one-half	1	203	-	-	-	-	-	-	1	0.4
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0

TABLE 14

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SATURDAY OR SIXTH DAY
UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
to provision	150	16,547	7	654	9	1,038	4	1,568	170	70.8	19,807	59.2
Straight time	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Time and one-half	35	6,498	1	115	15	3,066	4	2,052	55	22.9	11,731	35.0
Double time	4	97	-	-	-	-	1	170	5	2.1	267	0.8
Equivalent time off or pay at straight time	-	-	1	3	-	-	-	-	1	0.4	3	0.0
Equivalent time off or pay at time and one-half	2	87	-	-	2	162	-	-	4	1.7	249	0.7
Time and one-half off or pay at time and one-half	1	203	-	-	-	-	1	198	2	0.8	401	1.2
Time and one-half plus a day off	-	-	-	-	1	265	1	755	2	0.8	1,020	3.0
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 15

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SUNDAY OR SEVENTH DAY
UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL AGREEMENTS		%	No.
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%		
No provision	146	17,239	7	654	9	1,038	4	1,568	166	69.2	20.4	4
Straight time	1	5	-	-	-	-	-	-	1	0.4		
Time and one-half	29	5,306	1	115	15	3,066	4	2,052	49	20.4	10.5	5
Double time	14	597	-	-	-	-	1	170	15	6.3	7	
Equivalent time off or pay at time and one-half	2	87	-	-	2	162	-	-	4	1.7	2	
Time and one-half off or pay at time and one-half	1	203	1	3	-	-	1	198	3	1.3	4	
Time and one-half plus a day off	-	-	-	-	1	265	1	755	2	0.8	1.0	
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33.4	

TABLE 16

PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PAYMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	146	18,638	8	767	23	3,734	10	3,018	187	77.9	26,157	78.1
\$0.75 per meal	1	77	-	-	-	-	-	-	1	0.4	77	0.2
\$1.00 per meal	1	23	-	-	-	-	-	-	1	0.4	23	0.1
\$1.25 per meal	1	15	-	-	-	-	-	-	1	0.4	15	0.0
\$1.50 per meal	1	56	-	-	1	575	1	1,725	3	1.3	2,356	7.0
\$2.00 per meal	11	95	-	-	-	-	-	-	11	4.6	95	0.3
\$2.50 per meal	1	5	-	-	-	-	-	-	1	0.4	5	0.0
\$3.00 per meal	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Meals paid, amount not specified	2	336	-	-	-	-	-	-	2	0.8	336	1.0
Meals furnished by the employer	24	3,986	1	5	2	205	-	-	27	11.3	4,196	12.5
Meals paid for or furnished by employer	3	183	-	-	1	17	-	-	4	1.7	200	0.6
Other	1	18	-	-	-	-	-	-	1	0.4	18	0.1
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

SECTION 4

SHIFT PREMIUMS

TABLE 17

SECOND SHIFT PREMIUMS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	67	8,690	4	374	1	4	4	215	76	31.7	9,283	27.7
Amount per hour												
4 cents	3	385	-	-	-	-	1	170	4	1.7	555	1.7
5 cents	6	889	1	186	-	-	-	-	7	2.9	1,075	3.2
8 cents	1	9	-	-	-	-	-	-	1	0.4	9	0.0
9 cents	4	27	-	-	-	-	-	-	4	1.7	27	0.1
10 cents	4	229	2	185	-	-	1	90	7	2.9	504	1.5
11 cents	1	7	-	-	-	-	-	-	1	0.4	7	0.0
12 cents	1	5	-	-	-	-	-	-	1	0.4	5	0.0
12-1/2 cents	9	938	-	-	-	-	-	-	9	3.8	938	2.8
13 cents	2	503	-	-	-	-	-	-	2	0.8	503	1.5
14 cents	-	-	-	-	1	60	-	-	1	0.4	60	0.2
15 cents	4	221	-	-	-	-	-	-	4	1.7	221	0.7
16 cents	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Amount per shift												
50 cents	7	1,460	-	-	-	-	-	-	7	2.9	1,460	4.4
72 cents	1	78	-	-	-	-	-	-	1	0.4	78	0.2
75 cents	8	1,432	1	5	-	-	1	198	10	4.2	1,635	4.9
80 cents	1	77	-	-	-	-	-	-	1	0.4	77	0.2
\$1.00	61	7,326	1	22	23	3,812	4	4,070	89	37.1	15,230	45.5
\$1.15	-	-	-	-	1	145	-	-	1	0.4	145	0.4
\$1.20	1	15	-	-	-	-	-	-	1	0.4	15	0.0
Amount per month												
\$10.00	1	102	-	-	-	-	-	-	1	0.4	102	0.3
\$15.00	1	9	-	-	-	-	-	-	1	0.4	9	0.0
Per cent of wages												
6 per cent	1	90	-	-	-	-	-	-	1	0.4	90	0.3
Other	8	940	-	-	1	510	-	-	9	3.8	1,450	4.4
Total	193	23,437	9	772	27	4,551	11	4,743	240	100.0	33,483	100.0

TABLE 18

THIRD SHIFT PREMIUMS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
No provision	67	8,690	4	374	1	4	4	215	76	31.7	9,283	27.7
Amount per hour												
5 cents	3	393	-	-	-	-	-	-	3	1.3	393	1.2
6 cents	3	385	-	-	-	-	1	170	4	1.7	555	1.7
7 cents	1	3	-	-	-	-	-	-	1	0.4	3	0.0
10 cents	6	722	2	301	-	-	1	90	9	3.8	1,113	3.3
11 cents	2	16	-	-	-	-	-	-	2	0.8	16	0.0
12 cents	2	14	1	70	-	-	-	-	3	1.3	84	0.3
12-1/2 cents	12	956	-	-	-	-	-	-	12	5.0	956	2.8
13 cents	1	500	-	-	-	-	-	-	1	0.4	500	1.5
14 cents	-	-	-	-	1	60	-	-	1	0.4	60	0.2
15 cents	5	224	-	-	-	-	-	-	5	2.1	224	0.7
16 cents	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Amount per shift												
50 cents	7	1,460	-	-	-	-	-	-	7	2.9	1,460	4.4
75 cents	1	87	1	5	-	-	1	198	3	1.3	290	0.9
80 cents	1	77	-	-	-	-	-	-	1	0.4	77	0.2
88 cents	1	78	-	-	-	-	-	-	1	0.4	78	0.2
\$1.00	68	8,671	1	22	22	3,799	3	3,515	94	39.1	15,807	47.1
\$1.15	-	-	-	-	1	145	-	-	1	0.4	145	0.5
\$1.20	1	15	-	-	-	-	1	755	2	0.8	770	2.3
\$2.00	-	-	-	-	1	13	-	-	1	0.4	13	0.0
Amount per month												
\$10.00	1	102	-	-	-	-	-	-	1	0.4	102	0.3
\$15.00	1	9	-	-	-	-	-	-	1	0.4	9	0.0
Per cent of wages												
8 per cent	1	90	-	-	-	-	-	-	1	0.4	90	0.3
Other	8	840	-	-	1	510	-	-	9	3.8	1,450	4.4
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

PAY GUARANTEES

SECTION 5

TABLE 19
REPORTING PAY GUARANTEES¹ UNDER ONTARIO HOSPITAL AGREEMENTS

MINIMUM GUARANTEE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	119	9,558	7	315	11	1,475	9	4,483	146	60.8	15,831	47.2
2 hours of work or pay	1	319	-	-	-	-	-	-	1	0.4	319	1.0
3 hours of work or pay	9	1,201	-	-	-	-	-	-	9	3.8	1,201	3.6
4 hours of work or pay	63	12,059	2	457	16	3,056	1	90	82	34.2	15,662	46.8
Graduated payments	1	300	-	-	-	-	1	170	2	0.8	470	1.4
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

1 - Reporting pay provisions guarantee employees an amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.

TABLE 20

CALL-BACK PAY GUARANTEE¹ UNDER ONTARIO HOSPITAL AGREEMENTS

MINIMUM GUARANTEE AND RATE OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		
									AGREEMENTS		EMPL.
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.
No provision	41	4,082	3	286	2	17	2	110	48	20.0	4,49
Minimum of 2 hours at straight time	2	68	1	22	-	-	-	-	3	1.3	9
Minimum of 3 hours at straight time	13	2,248	-	-	5	738	1	198	19	7.9	3,18
Minimum of 4 hours at straight time	25	2,186	2	73	4	421	1	755	32	13.3	3,43
Minimum of 2 hours at time and one-half	32	6,653	3	391	4	1,706	1	90	40	16.7	8,84
Minimum of 3 hours at time and one-half	25	3,400	-	-	5	551	4	3,378	34	14.2	7,32
Minimum of 4 hours at time and one-half	23	1,148	-	-	-	-	-	-	23	9.6	1,14
Minimum of 4 hours at double time	1	7	-	-	-	-	-	-	1	0.4	
Minimum of 3 hours at straight time or actual hours at premium rate, whichever is greater	6	1,002	-	-	2	224	1	140	9	3.8	1,36
Minimum of 4 hours at straight time or actual hours worked at premium rate, whichever is greater	17	1,044	-	-	3	464	-	-	20	8.3	1,50
Minimum of 2 hours at applicable overtime rate	1	56	-	-	-	-	-	-	1	0.4	5
Minimum of 3 hours at applicable overtime rate	1	240	-	-	-	-	1	72	2	0.8	31
Minimum of 4 hours at applicable overtime rate	2	10	-	-	-	-	-	-	2	0.8	1
Flat sum payment	1	150	-	-	-	-	-	-	1	0.4	15
Other	3	1,143	-	-	2	410	-	-	5	2.1	1,55
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,48

1 - Call-back or call-in pay provisions guarantee employees an amount of pay or hours of work if they are called back after they gone home or if they are called in to work out of normally scheduled hours, early in the morning or on weekends.

SECTION 6

ALLOWANCES FOR WORK CLOTHING
OR UNIFORMS

TABLE 21

SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS
UNDER ONTARIO HOSPITAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	82	8,411	6	630	17	3,138	7	2,271	112	46.7	14,450	43.2
Supplied at no cost to employees	92	11,169	3	142	1	145	2	1,620	98	40.8	13,076	39.1
Supplied at some cost to employees	3	566	-	-	-	-	-	-	3	1.3	566	1.7
Employer makes a monetary allowance	7	1,542	-	-	8	1,235	-	-	15	6.3	2,777	8.3
Other	9	1,749	-	-	1	13	2	852	12	5.0	2,614	7.8
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 22

MAINTENANCE¹ OF OR ALLOWANCES FOR MAINTENANCE OF WORK CLOTHING OR
UNIFORMS UNDER ONTARIO HOSPITAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	96	11,160	6	630	17	2,299	6	2,258	125	52.1	16,347	48.8
Maintained at no cost to employees	95	12,060	3	142	10	2,232	3	1,633	111	46.3	16,067	48.0
Monetary allowance	2	217	-	-	-	-	-	-	2	0.8	217	0.6
Other	-	-	-	-	-	-	2	852	2	0.8	852	2.5
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

¹ - Refers to laundering and cleaning services.

SECTION 7

PAY FOR TIME NOT WORKED

TABLE 23

PAID REST PERIODS UNDER ONTARIO HOSPITAL AGREEMENTS

NUMBER OF DAILY PERIODS AND DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	94	3,347	3	105	3	389	1	72	101	42.1	3,913	11.7
1 period of 15 minutes	2	390	1	3	1	575	3	301	7	2.9	1,269	3.8
1 period of 20 minutes	2	110	-	-	-	-	-	-	2	0.8	110	0.3
2 periods, 10 minutes each	38	5,818	2	301	5	1,433	3	1,717	48	20.0	9,269	27.7
2 periods, 15 minutes each	50	12,530	3	363	16	1,739	3	928	72	30.0	15,560	46.5
Periods and duration not specified	4	575	-	-	-	-	-	-	4	1.7	575	1.7
Other	3	667	-	-	2	395	1	1,725	6	2.5	2,787	8.3
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 24

PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO HOSPITAL AGREEMENTS

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.
No provision	182	21,464	9	772	25	4,289	9	3,891	225	93.8	50,4
1 period of 5 minutes	7	1,301	-	-	-	-	2	852	9	3.8	2,2
1 period of 10 minutes	1	270	-	-	-	-	-	-	1	0.4	1
1 period of 15 minutes	1	230	-	-	1	182	-	-	2	0.8	4
2 periods, 5 minutes each	1	168	-	-	-	-	-	-	1	0.4	1
Periods and duration not specified	1	4	-	-	-	-	-	-	1	0.4	1
Other	-	-	-	-	1	60	-	-	1	0.4	1
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	53,4

TABLE 25

PAID JURY DUTY LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.
No provision	84	10,327	4	108	11	1,155	0	001	101	42.1	11,
Difference between regular pay and jury fees	107	12,950	5	664	15	3,246	0	4,881	136	56.6	11,
Amount of pay not specified	2	160	-	-	1	130	-	-	3	1.3	1
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,

TABLE 26

PAID BEREAVEMENT LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

MAXIMUM NUMBER OF DAYS ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	10	499	2	57	1	115	1	13	14	5.8	684	2.0
3 days	131	16,297	5	414	10	1,274	9	4,532	155	64.6	22,517	67.2
5 days	1	33	-	-	1	510	-	-	2	0.8	543	1.6
3 days for death in immediate family, 1 for other relatives	51	6,608	1	186	14	2,572	1	198	67	27.9	9,564	28.6
5 days for death in immediate family, 3 or 1 for other relatives	-	-	-	-	1	60	-	-	1	0.4	60	0.2
5 days for death in immediate family, 1 for other relatives	-	-	1	115	-	-	-	-	1	0.4	115	0.3
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 27

ANNUAL PAID SICK LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		BMP
									AGREEMENTS		
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.
No sick leave plan	5	85	-	-	1	440	-	-	6	2.5	525
10 days	40	3,775	1	3	8	690	1	13	50	20.8	4,481
12 days	59	7,870	6	584	2	389	4	457	71	29.6	9,300
13 days	1	210	-	-	-	-	-	-	1	0.4	210
15 days	25	2,958	1	115	4	1,329	2	203	32	13.4	4,605
18 days	47	6,752	-	-	10	1,497	4	4,070	61	25.4	12,319
24 days	1	6	-	-	-	-	-	-	1	0.4	6
Varies with length of service	13	1,773	1	70	1	150	-	-	15	6.3	1,993
Allowance not specified	2	8	-	-	-	-	-	-	2	0.8	8
Other	-	-	-	-	1	36	-	-	1	0.4	36
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483

TABLE 28

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

MAXIMUM ACCUMULATION ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No paid sick leave plan	5	85	-	-	1	440	-	-	6	2.5	525	1.6
Unused sick leave not cumulative	1	225	1	70	-	-	-	-	2	0.8	295	0.9
Under 60 days	1	1	-	-	-	-	-	-	1	0.4	1	0.0
60 - 89 days	61	6,258	3	328	10	1,100	2	46	76	31.7	7,732	23.1
90 - 119 days	54	7,426	2	27	5	478	2	267	63	26.3	8,198	24.4
120 - 149 days	45	5,446	1	46	4	410	3	302	53	22.1	6,204	18.5
150 - 179 days	-	-	-	-	1	265	-	-	1	0.4	265	0.8
180 - 209 days	6	1,743	1	186	3	736	1	198	11	4.6	2,863	8.6
300 or more days	1	203	-	-	-	-	-	-	1	0.4	203	0.6
Accumulation varies for different groups of employees	1	7	-	-	-	-	-	-	1	0.4	7	0.0
Accumulation changes during term of agreement	3	615	-	-	-	-	-	-	3	1.2	615	1.9
No limit specified	14	1,424	1	115	3	1,102	3	3,930	21	8.8	6,571	19.6
Other	1	4	-	-	-	-	-	-	1	0.4	4	0.0
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 29

PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF
EMPLOYMENT UNDER ONTARIO HOSPITAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPL.
									No.	%	No.
No paid sick leave plan	5	85	-	-	1	440	-	-	6	2.5	52
Plans not specifying payment for unused allowance	87	9,442	6	449	9	759	6	1,755	108	45.0	12,403
Per cent of unused allowance paid for under plans specifying payment											
25 per cent	4	259	-	-	-	-	-	-	4	1.7	259
33-1/3 per cent	1	84	-	-	-	-	-	-	1	0.4	84
50 per cent	64	9,454	3	323	13	2,931	4	2,233	84	35.0	14,944
100 per cent	7	327	-	-	1	60	-	-	8	3.3	387
Varies with length of service	23	3,775	-	-	3	341	1	755	27	11.3	4,871
Varies for different groups of employees	1	7	-	-	-	-	-	-	1	0.4	7
Other	1	4	-	-	-	-	-	-	1	0.4	4
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,487

TABLE 39

PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT UNDER ONTARIO
HOSPITAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No paid sick leave plan	5	85	-	-	1	440	-	-	6	2.5	525	1.6
Plans not specifying payment for unused allowance	138	17,043	6	466	23	3,106	3	186	170	70.8	20,801	62.1
Per cent of unused allowance paid for under plans specifying payment												
50 per cent	30	2,458	2	120	2	410	4	1,122	38	15.8	4,110	12.3
75 per cent	5	970	-	-	-	-	1	90	6	2.5	1,060	3.2
100 per cent	12	2,146	1	186	-	-	3	3,345	16	6.7	5,677	17.0
Varies with length of service	1	675	-	-	-	-	-	-	1	0.4	675	2.0
Other	2	60	-	-	1	575	-	-	3	1.3	635	1.9
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 31

PAID HOLIDAYS UNDER ONTARIO HOSPITAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL AGREEMENTS		EMP.
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.
8 holidays	2	10	-	-	-	-	-	-	2	0.8	10
9 holidays	90	9,142	5	579	2	130	4	372	101	42.1	10,223
10 holidays	95	13,941	3	190	25	4,401	5	3,603	128	53.3	22,135
11 holidays	3	48	1	3	-	-	1	755	5	2.1	806
Varies for different groups of employees	-	-	-	-	-	-	1	13	1	0.4	13
Changes during term of agreement	3	296	-	-	-	-	-	-	3	1.3	296
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483

TABLE 32

COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	1	4	-	-	1	4	-	-	2	0.8	8	0.0
Straight time plus holiday pay	8	215	-	-	-	-	-	-	8	3.3	215	0.6
Time and one-half plus holiday pay	94	9,322	3	261	3	741	3	245	103	43.0	10,569	31.5
Double time plus holiday pay	2	23	-	-	-	-	1	170	3	1.3	193	0.6
Pay varies for work on different holidays	6	702	1	46	-	-	-	-	7	2.9	748	2.2
Straight time plus holiday pay or day off with pay	4	107	-	-	-	-	-	-	4	1.7	107	0.3
Time and one-half plus holiday pay or another day off with pay	27	4,405	-	-	6	607	3	2,678	36	15.0	7,690	23.0
Straight time plus another day off with pay	1	12	-	-	-	-	-	-	1	0.4	12	0.0
Time and one-half plus another day off with pay	18	2,561	1	115	17	3,179	1	90	37	15.4	5,945	17.8
Day off with pay or an extra day's pay	1	639	1	54	-	-	-	-	2	0.8	693	2.1
Equivalent time off	1	114	-	-	-	-	-	-	1	0.4	114	0.3
Straight time or equivalent time off plus holiday pay	2	11	-	-	-	-	-	-	2	0.8	11	0.0
Time and one-half or equivalent time off plus holiday pay	10	1,437	-	-	-	-	-	-	10	4.2	1,437	4.3
Time and one-half or time and one- half off plus holiday pay	5	1,369	2	274	-	-	1	97	8	3.3	1,740	5.2
Varies for different groups of employees	-	-	-	-	-	-	1	13	1	0.4	13	0.0
Other	13	2,516	1	22	-	-	1	1,450	15	6.3	3,988	11.9
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	99.8

TABLE 33
LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION
UNDER ONTARIO HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS No.	%	EMPL No.
No provision	1	90	1	186	2	265	-	-	4	1.7	541
Less than one year's service	3	332	2	137	22	3,137	1	1,450	28	11.7	5,056
1 year	182	22,463	6	449	-	-	9	2,538	197	82.1	25,450
Varies for different group	7	552	-	-	3	1,129	1	755	11	4.6	2,436
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483

TABLE 34

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION UNDER ONTARIO
HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
provision	3	17	-	-	-	-	-	-	3	1.3	17	0.1
less than one year	-	-	-	-	2	28	-	-	2	0.8	28	0.1
year	3	135	3	325	17	2,703	1	1,450	24	10.0	4,611	13.7
years	3	398	-	-	-	-	-	-	3	1.3	398	1.2
years	1	150	-	-	-	-	-	-	1	0.4	150	0.4
years	51	4,734	1	3	-	-	1	140	53	22.1	4,877	14.6
years	16	1,949	1	5	-	-	2	130	19	8.0	2,084	6.0
years	30	5,456	1	46	-	-	2	183	33	13.7	5,685	17.0
years	41	4,427	2	341	-	-	1	72	44	18.3	4,840	14.5
years	5	232	-	-	-	-	-	-	5	2.1	232	0.7
years	5	57	1	54	-	-	-	-	6	2.5	111	0.3
ries for different groups of employees	28	4,435	-	-	8	1,800	2	1,815	38	15.8	8,050	24.0
anges during term of agree- ment	6	1,154	-	-	-	-	1	198	7	2.9	1,352	4.4
er	1	293	-	-	-	-	1	755	2	0.8	1,048	3.0
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 35
LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION
UNDER ONTARIO HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS No. %	EMP No.
No provision	42	2,612	2	100	-	-	-	-	44 18.3	2,712
1 year	-	-	-	-	2	28	-	-	2 0.8	28
2 years	-	-	-	-	3	154	-	-	3 1.3	154
3 years	-	-	-	-	2	468	-	-	2 0.8	468
4 years	-	-	-	-	1	15	-	-	1 0.4	15
5 years	-	-	-	-	8	1,341	-	-	8 3.3	1,341
8 years	-	-	1	22	1	115	-	-	2 0.8	137
10 years	3	245	-	-	-	-	-	-	3 1.3	248
12 years	7	147	1	5	-	-	-	-	8 3.3	152
14 years	5	268	-	-	-	-	-	-	5 2.1	268
15 years	44	6,272	1	115	-	-	5	2,528	50 20.8	8,915
16 years	4	878	1	70	-	-	1	33	6 2.5	983
17 years	22	5,202	-	-	-	-	-	-	22 9.2	5,202
18 years	33	5,255	3	460	-	-	2	169	38 15.8	5,887
19 years	2	240	-	-	-	-	-	-	2 0.8	242
20 years	13	679	-	-	-	-	-	-	13 5.4	692
25 years	3	181	-	-	-	-	-	-	3 1.3	184
Varies for different groups of employees	10	1,051	-	-	10	2,410	2	1,815	22 9.2	5,271
Changes during term of agreement	5	407	-	-	-	-	1	198	6 2.5	60
Total	193	23,437	9	772	27	4,531	11	4,743	240 100.0	33,483

TABLE 36

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION
UNDER ONTARIO HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	174	20,952	8	769	22	4,069	10	3,293	214	89.2	19,083	86.9
15 years	-	-	-	-	2	136	-	-	2	0.8	136	0.4
19 years	-	-	-	-	1	116	-	-	1	0.4	116	0.3
20 years	3	213	-	-	1	60	-	-	4	1.7	273	0.8
22 years	1	12	-	-	-	-	-	-	1	0.4	12	0.0
25 years	13	1,799	1	3	1	150	1	1,450	16	6.7	3,402	10.2
27 years	2	461	-	-	-	-	-	-	2	0.8	461	1.4
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

SECTION 8

HEALTH INSURANCE AND PENSIONS

TABLE 37

EMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL INSURANCE PLANS
UNDER ONTARIO HOSPITAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	5	44	-	-	1	115	-	-	6	2.5	159	0.5
66-2/3 per cent	161	19,743	9	772	23	4,138	10	3,988	203	84.6	28,641	85.5
70 per cent	1	4	-	-	-	-	-	-	1	0.4	4	0.0
75 per cent	13	1,464	-	-	-	-	1	755	14	5.8	2,219	6.6
100 per cent	4	516	-	-	1	182	-	-	5	2.1	698	2.1
Varies for single employees and employees with dependents	2	430	-	-	1	60	-	-	3	1.3	490	1.5
Changes during term of agreement	7	1,236	-	-	1	36	-	-	8	3.3	1,272	3.8
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 38

EMPLOYER CONTRIBUTIONS TO BASIC MEDICAL AND SURGICAL
INSURANCE PLANS UNDER ONTARIO HOSPITAL AGREEMENTS

PERCENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE AND PROFESSIONAL		TOTAL		
									AGREEMENTS		EMI
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.
No provision	7	53	1	54	1	115	-	-	9	3.8	28,
66-2/3 percent	152	19,497	8	718	23	4,138	10	3,988	193	80.4	28,
70 percent	1	4	-	-	-	-	-	-	1	0.4	
75 percent	13	1,464	-	-	-	-	1	755	14	5.8	2,
80 percent	1	43	-	-	-	-	-	-	1	0.4	
100 percent	4	255	-	-	1	182	-	-	5	2.1	
Varies for single employees and employees with dependents	8	885	-	-	1	60	-	-	9	3.8	
Changes during term of agreement	7	1,236	-	-	1	36	-	-	8	3.3	1,
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,

TABLE 39

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS UNDER ONTARIO HOSPITAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	38	2,285	2	59	3	565	1	97	44	18.3	3,006	9.0
50 per cent	13	1,453	-	-	3	182	1	170	17	7.1	1,805	5.4
60 per cent	1	5	-	-	-	-	-	-	1	0.4	5	0.0
66-2/3 per cent	122	16,583	7	713	18	3,506	9	4,476	156	65.0	25,278	75.5
75 per cent	8	866	-	-	-	-	-	-	8	3.3	866	2.6
100 per cent	5	279	-	-	2	242	-	-	7	2.9	521	1.6
Changes during term of agreement	4	911	-	-	1	36	-	-	5	2.1	947	2.8
Not specified	2	1,055	-	-	-	-	-	-	2	0.8	1,055	3.2
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

TABLE 40

PENSION PLANS UNDER ONTARIO HOSPITAL AGREEMENTS

FINANCING ARRANGEMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	68	9,171	1	70	6	1,004	-	-	75	31.3	10,245	30.6
Contributory	115	12,272	7	648	21	3,527	11	4,743	154	64.2	21,190	63.3
Financing arrangements not specified	10	1,994	1	54	-	-	-	-	11	4.6	2,048	6.1
Total	193	23,437	9	772	27	4,531	11	4,743	240	100.0	33,483	100.0

P A R T I I

RATES OF PAY

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Clerical									
Clerk I	055	8	Mthly.	\$ 385	\$ 342	\$ 422	\$ 394	Jan. 1, 70	Dec. 31, 70
	072	4	Wkly.	79		91		Jul. 1, 70	Dec. 31, 70
	035	6	Mthly.	315	350	Apr. 5, 71	Oct. 5, 71		
	"	"	"	353	365	Oct. 4, 71	Apr. 2, 72		
	"	"	"	380	388	Apr. 3, 72	Oct. 1, 72		
					415		Oct. 2, 72	Mar. 31, 73	
Clerk II	055	8	"	400	360	457	407	Jan. 1, 70	Dec. 31, 70
	072	4	Wkly.	83		94		Jul. 1, 70	Dec. 31, 70
	035	6	Mthly.	340	375	Apr. 5, 71	Oct. 3, 71		
	"	"	"	359	394	Oct. 4, 71	Apr. 2, 72		
	"	"	"	377	412	Apr. 3, 72	Oct. 1, 72		
	"	"	"	405	440		Oct. 2, 72	Mar. 31, 73	
Clerk III	055	8	Mthly.	422	377	489	429	Jan. 1, 70	Dec. 31, 70
	072	4	Wkly.	87		99		Jul. 1, 70	Dec. 31, 70
	035	6	Mthly.	365	405	Apr. 5, 71	Oct. 3, 71		
	"	"	"	380	420	Oct. 4, 71	Apr. 2, 72		
	"	"	"	400	440	Apr. 3, 72	Oct. 1, 72		
	"	"	"	435	475		Oct. 2, 72	Mar. 31, 73	
Clerk IV	055	8	"	457	360	524	407	Jan. 1, 70	Dec. 31, 70
	035	6	"	395		445		Apr. 5, 71	Oct. 3, 71
	"	"	"	412	462	Oct. 4, 71	Apr. 2, 72		
	"	"	"	435	485	Apr. 3, 72	Oct. 1, 72		
	"	"	"	465	515	Oct. 2, 72	Mar. 31, 73		
Clerk V	055	8	"	489	360	556	407	Jan. 1, 70	Dec. 31, 70
Clerk VI	055	"	"	506		591		Jan. 1, 70	Dec. 31, 70
Clerk-Typist I	072	4	Wkly.	83	360	94	407	Jul. 1, 70	Dec. 31, 70
	035	6	Mthly.	340		375		Apr. 5, 71	Oct. 3, 71
	"	"	"	359	394	Oct. 4, 71	Apr. 2, 72		
	"	"	"	377	412	Apr. 3, 72	Oct. 1, 72		
	"	"	"	405	440	Oct. 2, 72	Mar. 31, 73		

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Clerk-Typist I (cont'd)	211	4	Mthly.	\$ 308	\$	\$ 348	\$	Jan. 25, 71	Jul. 25, 71
	"	"	"	331		371		Jul. 26, 71	Jan. 23, 72
	"	"	"	354		394		Jan. 24, 72	Jul. 23, 72
	"	"	"	377		417		Jul. 24, 72	Jan. 25, 73
Clerk-Typist II	072	4	Wkly.	87	377	99	429	Jul. 1, 70	Dec. 31, 70
	035	6	Mthly.	365		405		Apr. 5, 71	Oct. 3, 71
	"	"	"	380		420		Oct. 4, 71	Apr. 2, 72
	"	"	"	400		440		Apr. 3, 72	Oct. 1, 72
	"	"	"	435		475		Oct. 2, 72	Mar. 31, 73
	211	4	Mthly.	338		378		Jan. 25, 71	Jul. 25, 71
	"	"	"	361		401		Jul. 26, 71	Jan. 23, 72
	"	"	"	384		424		Jan. 24, 72	Jul. 23, 72
	"	"	"	407		447		Jul. 24, 72	Jan. 25, 73
Clerk-Typist III	211	"	"	412		452		Jan. 25, 71	Jul. 25, 71
	"	"	"	428		468		Jul. 26, 71	Jan. 23, 72
	"	"	"	444		484		Jan. 24, 72	Jul. 23, 72
	"	"	"	460		500		Jul. 24, 72	Jan. 25, 73
Receptionist	072	4	Wkly.	79	342	91	394	Jul. 1, 70	Dec. 31, 70
	035	6	Mthly.	365		405		Apr. 5, 71	Oct. 3, 71
	"	"	"	380		420		Oct. 4, 71	Apr. 2, 72
	"	"	"	400		440		Apr. 3, 72	Oct. 1, 72
	"	"	"	435		475		Oct. 2, 72	Mar. 31, 73
Stenographer, Secretary	055	8	"	489		556		Jan. 1, 70	Dec. 31, 70
Stenographer, Jr. Secretary	211	4	"	368		428		Jan. 25, 71	Jul. 25, 71
	"	"	"	391		451		Jul. 26, 71	Jan. 23, 72
	"	"	"	414		474		Jan. 24, 72	Jul. 23, 72
	"	"	"	437		497		Jul. 24, 72	Jan. 25, 73
Stenographer, Medical	055	8	"	422		489		Jan. 1, 70	Dec. 31, 70
Stenographer, Medical I	072	4	Wkly.	83	360	94	407	Jul. 1, 70	Dec. 31, 70

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Stenographer, Medical I (cont'd)	035	6	Mthly.	\$ 365	\$	\$ 405	\$	Apr. 5, 71	Oct. 3, 71
"	"	"	"	380		420		Oct. 4, 71	Apr. 2, 72
"	"	"	"	400		440		Apr. 3, 72	Oct. 1, 72
"	"	"	"	435		475		Oct. 2, 72	Mar. 31, 73
Stenographer, Medical II	072	4	Wkly.	87	377	99	429	Jul. 1, 70	Dec. 31, 70
"	035	6	Mthly.	395		445		Apr. 5, 71	Oct. 3, 71
"	"	"	"	412		462		Oct. 4, 71	Apr. 2, 72
"	"	"	"	435		485		Apr. 3, 72	Oct. 1, 72
"	"	"	"	465		515		Oct. 2, 72	Mar. 31, 73
Switchboard or Telephone Operator	055	8	"	400		457		Jan. 1, 70	Dec. 31, 70
"	072	4	Wkly.	79	342	91	394	Jul. 1, 70	Dec. 31, 71
"	035	6	Mthly.	340		375		Apr. 5, 71	Oct. 3, 71
"	"	"	"	359		394		Oct. 4, 71	Apr. 2, 72
"	"	"	"	377		412		Apr. 3, 72	Oct. 1, 72
"	"	"	"	405		440		Oct. 2, 72	Mar. 31, 73
"	211	4	"	333		373		Jan. 25, 71	Jul. 25, 71
"	"	"	"	356		396		Jul. 26, 71	Jan. 23, 72
"	"	"	"	378		418		Jan. 24, 72	Jul. 23, 72
"	"	"	"	400		440		Jul. 24, 72	Jan. 25, 73
Typist I	055	8	"	400		457		Jan. 1, 70	Dec. 31, 70
Typist II	055	8	"	422		489		Jan. 1, 70	Dec. 31, 70
<u>Dietary</u>									
Cook	055	8	Mthly.	421		475		Jan. 1, 70	Dec. 31, 70
"	063	4	Wkly.	95	412	108	468	Jul. 1, 70	Dec. 31, 70
"	072	"	"	80	347	88	381	Jul. 1, 70	Dec. 31, 70
"	131	6	"	103	446	122	529	Jan. 1, 70	Dec. 31, 70
"	161	"	"	109	472	125	535	Jan. 1, 70	Dec. 31, 70
"	165	3	"	109	472	125	542	Jan. 1, 71	Jun. 30, 71
"	252	4	Hrly.	2.63	456	3.20	555	Jan. 1, 71	Dec. 31, 71
"	132	6	Mthly.	380		420		Jan. 1, 71	Aug. 31, 71
"	"	"	"	400		440		Sep. 1, 71	Apr. 30, 72
"	"	"	"	422		462		May 1, 72	Aug. 31, 72
"	"	"	"	445		485		Sep. 1, 72	Dec. 31, 72
"	168	3	"	430		460		Jan. 19, 71	Jun. 30, 71
"	"	"	"	450		480		Jul. 1, 71	Dec. 31, 71
"	"	"	"	465		495		Jan. 1, 72	Jun. 30, 72
"	"	"	"	495		525		Jul. 1, 72	Dec. 31, 72

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.		
Cook (cont'd)	211	4	Mthly.	\$ 424	\$	\$ 464	\$	Jan. 25, 71	Jul. 25, 71
	"	"	"	438		478		Jul. 26, 71	Jan. 23, 72
	"	"	"	452		492		Jul. 24, 72	Jul. 23, 72
	"	"	"	465		505		Jul. 24, 72	Jan. 25, 73
	007	"	"	348		384		Jun. 1, 70	May 31, 71
	006	"	"	323		356		Dec. 7, 70	Jun. 30, 71
	"	"	"	339		374		Jul. 1, 71	Dec. 31, 71
	"	"	"	356		393		Jan. 1, 72	Jun. 30, 72
	"	"	"	374		413		Jul. 1, 72	Dec. 31, 72
Dishwasher	055	8	"	404		433		Jun. 29, 70	Dec. 31, 70
	165	3	Wkly.	86	373	95	412	Jan. 1, 71	Jun. 30, 71
	006	4	Mthly.	361		399		Dec. 7, 70	Jun. 30, 71
	"	"	"	380		419		Jul. 1, 71	Dec. 31, 71
	"	"	"	399		440		Jan. 1, 72	Jun. 30, 72
	"	"	"	419		462		Jul. 1, 72	Dec. 31, 72
Kitchen Helper (Female)	055	8	"	348		376		Jun. 29, 70	Dec. 31, 70
	063	4	Wkly.	75	325	83	360	Jul. 1, 70	Dec. 31, 70
	072	"	"	66	286	74	320	Jul. 1, 70	Dec. 31, 70
	131	6	"	70	303	83	360	Jan. 1, 70	Dec. 31, 70
	161	"	"	71	307	83	360	Jan. 1, 70	Dec. 31, 70
	165	3	"	75	325	83	360	Jan. 1, 71	Jun. 30, 71
	252	4	Hrly.	1.93	335	2.18	378	Jan. 1, 71	Dec. 31, 71
	132	6	Mthly.	297		337		Jan. 1, 71	Aug. 31, 71
	"	"	"	328		368		Sep. 1, 71	Apr. 30, 72
	"	"	"	346		386		May 1, 72	Aug. 31, 72
	"	"	"	365		405		Sep. 1, 72	Dec. 31, 72
	186	3	"	320		350		Jan. 19, 71	Jun. 30, 71
	"	"	"	340		370		Jul. 1, 71	Dec. 31, 71
	"	"	"	355		385		Jan. 1, 72	Jun. 30, 72
	"	"	"	370		400		Jul. 1, 72	Dec. 31, 72
	211	4	"	300		340		Jan. 25, 71	Jul. 25, 71
	"	"	"	320		360		Jul. 26, 71	Jan. 23, 72
	"	"	"	340		380		Jan. 24, 72	Jul. 23, 72
	"	"	"	360		400		Jul. 24, 72	Jan. 25, 73
	007	"	"	281		312		Jun. 1, 70	May 31, 71
	006	"	"	308		323		Dec. 7, 70	Jun. 30, 71
	"	"	"	323		339		Jul. 1, 71	Dec. 31, 71
	"	"	"	339		356		Jan. 1, 72	Jun. 30, 72
	"	"	"	356		374		Jul. 1, 72	Dec. 31, 72

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female) (cont'd)	138	3	Wkly..	\$ 64	\$ 277	\$ 73	\$ 316	Jul. 1, 70	Jun. 30, 71
Housekeeping									
Laundry Helper (Female)	055	8	Mthly.	341		376		Jun. 29, 70	Dec. 31, 70
	063	4	Wkly.	75	325	83	360	Jul. 1, 70	Dec. 31, 70
	072	4	"	66	286	74	321	Jul. 1, 70	Dec. 31, 70
	131	6	"	69	299	82	355	Jan. 1, 70	Dec. 31, 70
	161	"	"	69	299	81	351	Jan. 1, 70	Dec. 31, 70
	252	4	Hrly.	1.86	322	2.08	361	Jan. 1, 71	Dec. 31, 71
	132	6	Mthly.	297		337		Jan. 1, 71	Aug. 31, 71
	"	"	"	328		368		Sep. 1, 71	Apr. 30, 72
	"	"	"	346		386		May 1, 72	Aug. 31, 72
	"	"	"	365		405		Sep. 1, 72	Dec. 31, 72
	186	3	"	320		350		Jan. 19, 71	Jun. 30, 71
	"	"	"	340		370		Jul. 1, 71	Dec. 31, 71
	"	"	"	355		385		Jan. 1, 72	Jun. 30, 72
	"	"	"	370		400		Jul. 1, 72	Dec. 31, 72
	211	4	"	300		340		Jan. 25, 71	Jul. 25, 71
	"	"	"	320		360		Jul. 26, 71	Jan. 23, 72
	"	"	"	340		380		Jan. 24, 72	Jul. 23, 72
	"	"	"	360		400		Jul. 24, 72	Jan. 2, 73
Laundry Helper (Female)	006	4	"	308		323		Dec. 7, 70	Jun. 30, 71
	"	"	"	323		339		Jul. 1, 71	Dec. 31, 71
	"	"	"	339		356		Jan. 1, 72	Jun. 30, 72
	"	"	"	356		374		Jul. 1, 72	Dec. 31, 72
	138	3	Wkly.	64	277	73	316	Jul. 1, 70	Jun. 30, 71
Maid	055	8	Mthly.	348		376		Jun. 29, 70	Dec. 31, 70
	063	4	Wkly..	75	325	83	360	Jul. 1, 70	Dec. 31, 70
	072	"	"	66	286	74	321	Jul. 1, 70	Dec. 31, 70
	131	6	"	69	299	82	355	Jan. 1, 70	Dec. 31, 70
	161	"	"	69	299	81	351	Jan. 1, 70	Dec. 31, 70
	165	3	"	75	325	83	360	Jan. 1, 71	Jun. 30, 71
	132	6	Mthly.	307		347		Jan. 1, 71	Aug. 31, 71
	"	"	"	328		368		Sep. 1, 71	Apr. 30, 72
	"	"	"	346		386		May 1, 72	Aug. 31, 72
	"	"	"	365		405		Sep. 1, 72	Dec. 31, 72
	186	3	"	320		350		Jan. 19, 71	Jun. 30, 71
	"	"	"	340		370		Jul. 1, 71	Dec. 31, 71
	"	"	"	355		385		Jan. 1, 72	Jun. 30, 72
	"	"	"	370		400		Jul. 1, 72	Dec. 31, 72

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Maid (cont'd)	211	4	Mthly.	\$ 300	\$	\$ 340	\$	Jan. 25, 71	Jul. 25, 71	
	"	"	"	320		360		Jul. 26, 71	Jan. 23, 72	
	"	"	"	340		380		Jan. 24, 72	Jul. 23, 72	
	"	"	"	360		400		Jul. 24, 72	Jan. 25, 73	
	007	"	"	299		333		Jun. 1, 70	May 31, 71	
	006	"	"	308		323		Dec. 7, 70	Jun. 30, 71	
	"	"	"	323		339		Jul. 1, 71	Dec. 31, 71	
	"	"	"	339		356		Jan. 1, 72	Jun. 30, 72	
	"	"	"	356		374		Jul. 1, 72	Dec. 31, 72	
	138	1	Wkly.	64	277	73	316	Jul. 1, 70	Jun. 30, 71	
	Orderly - Trained	055	8	Mthly.	435		491		Dec. 28, 70	Dec. 31, 70
		063	4	Wkly.	95	412	108	468	Jul. 1, 70	Dec. 31, 70
		072	"	"	88	381	95	412	Jul. 1, 70	Dec. 31, 70
131		"	"	90	390	112	485	Jan. 1, 70	Dec. 31, 70	
161		"	"	88	381	110	477	Jan. 1, 70	Dec. 31, 70	
252		"	Hrly.	2.34	406	2.61	452	Jan. 1, 71	Dec. 31, 71	
132		6	Mthly.	397		437		Jan. 1, 71	Aug. 31, 71	
"		"	"	420		460		Sep. 1, 71	Apr. 30, 72	
"		"	"	443		483		May 1, 72	Aug. 31, 72	
"		"	"	467		507		Sep. 1, 72	Dec. 31, 72	
186		3	"	400		430		Jan. 19, 71	Jun. 30, 71	
"		"	"	425		455		Jul. 1, 71	Dec. 31, 71	
"		"	"	440		470		Jan. 1, 72	Jun. 30, 72	
"		"	"	470		500		Jul. 1, 72	Dec. 31, 72	
211		4	"	398		438		Jan. 25, 71	Jul. 25, 71	
"		"	"	421		461		Jul. 26, 71	Jan. 23, 72	
"		"	"	443		483		Jan. 24, 72	Jul. 23, 72	
"		"	"	465		505		Jul. 24, 72	Jan. 25, 73	
007		"	"	379		421		Jun. 1, 70	May 31, 71	
006		"	"	383		422		Dec. 7, 70	Jun. 30, 71	
"		"	"	402		443		Jul. 1, 71	Dec. 31, 71	
"		"	"	422		465		Jan. 1, 72	Jun. 30, 72	
"		"	"	443		488		Jul. 1, 72	Dec. 31, 72	
138		1	Wkly.	85	368	93	403	Jul. 1, 70	Jun. 30, 71	
Porter-Cleaner	055	8	Mthly.	386		418		Jun 29, 70	Dec. 31, 70	
	063	4	Wkly.	88	381	98	425	Jul 1, 70	Dec. 31, 70	
	073	"	"	78	338	85	368	Jul 1, 70	Dec. 31, 70	
	131	6	"	82	355	99	429	Jan. 1, 70	Dec. 31, 70	

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Porter-Cleaner (cont'd)	161	6	Wkly.	\$ 81	\$ 351	\$ 95	\$ 412	Jan. 1, 70	Dec. 31, 70
	165	3	"	86	373	95	412	Jan. 1, 71	Jun. 30, 71
	252	4	Hrly.	2.17	376	2.27	393	Jan. 1, 71	Dec. 31, 71
	132	6	Mthly.	354		394		Jan. 1, 71	Aug. 31, 71
	"	"	"	380		420		Sep. 1, 71	Apr. 30, 72
	"	"	"	401		441		May 1, 72	Aug. 31, 72
	"	"	"	423		463		Sep. 1, 72	Dec. 31, 72
	186	3	"	380		410		Jan. 19, 71	Jun. 30, 71
	"	"	"	400		430		Jul. 1, 71	Dec. 31, 71
	"	"	"	420		450		Jan. 1, 72	Jun. 30, 72
	"	"	"	440		470		Jul. 1, 72	Dec. 31, 72
	211	4	"	343		383		Jan. 25, 71	Jul. 25, 71
	"	"	"	366		406		Jul. 26, 71	Jan. 23, 72
	"	"	"	389		429		Jan. 24, 72	Jul. 23, 72
	"	"	"	412		452		Jul. 24, 72	Jan. 25, 73
	007	"	"	338		374		Jun. 1, 70	May 31, 71
	006	"	"	380		399		Dec. 7, 70	Jun. 30, 71
	"	"	"	399		419		Jul. 1, 71	Dec. 31, 71
	"	"	"	419		440		Jan. 1, 72	Jun. 30, 72
	"	"	"	440		462		Jul. 1, 72	Dec. 31, 72
	138	1	Wkly.	83	360	92	399	Jul. 1, 70	Jun. 30, 71
Seamstress	055	8	Mthly.	348		376		Jun. 29, 70	Dec. 31, 70
	063	4	Wkly.	75	325	83	360	Jul. 1, 70	Dec. 31, 70
	072	"	"	66	286	74	321	Jul. 1, 70	Dec. 31, 70
	131	6	"	69	299	82	355	Jan. 1, 70	Dec. 31, 70
	161	"	"	73	316	84	364	Jan. 1, 70	Dec. 31, 70
	252	4	Hrly.	1.86	322	2.08	361	Jan. 1, 71	Dec. 31, 71
	132	6	Mthly.	322		362		Jan. 1, 71	Aug. 31, 71
	"	"	"	348		388		Sep. 1, 71	Apr. 30, 72
	"	"	"	367		407		May 1, 72	Aug. 31, 72
	"	"	"	387		427		Sep. 1, 72	Dec. 31, 72
	186	3	"	320		350		Jan. 19, 71	Jun. 30, 71
	"	"	"	340		370		Jul. 1, 71	Dec. 31, 71
	"	"	"	355		385		Jan. 1, 72	Jun. 30, 72
	"	"	"	370		400		Jul. 1, 72	Dec. 31, 72
	211	4	"	300		340		Jan. 25, 71	Jul. 25, 71
	"	"	"	320		360		Jul. 26, 71	Jan. 23, 72
	"	"	"	340		380		Jan. 24, 72	Jul. 23, 72
	"	"	"	360		400		Jul. 24, 72	Jan. 25, 73
	007	"	"	299		333		Jun. 1, 70	May 31, 71
	138	1	Wkly.	64	277	73	316	Jul. 1, 70	Jun. 30, 71

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Storeman	055	8	Mthly.	\$ 416	\$	\$ 468	\$	Dec. 28, 70	Dec. 31, 70	
	072	4	Wkly.	83	360	95	412	Jul. 1, 70	Dec. 31, 70	
	131	6	Wkly.	93	403	114	494	Jan. 1, 70	Dec. 31, 70	
	161	"	"	86	373	107	464	Jan. 1, 70	Dec. 31, 70	
	035	6	Mthly.	430		480		Apr. 5, 71	Oct. 3, 71	
	"	"	"	448		498		Oct. 4, 71	Apr. 2, 72	
	"	"	"	475		525		Apr. 3, 72	Oct. 1, 72	
	"	"	"	505		555		Oct. 2, 72	Mar. 31, 73	
	186	3	"	440		470		Jan. 19, 71	Jun. 30, 71	
	"	"	"	465		495		Jul. 1, 71	Dec. 31, 71	
	"	"	"	485		515		Jan. 1, 72	Jun. 30, 72	
	"	"	"	505		535		Jul. 1, 72	Dec. 31, 72	
	211	4	"	420		460		Jan. 25, 71	Jul. 25, 71	
	"	"	"	445		485		Jul. 26, 71	Jan. 23, 72	
	"	"	"	470		510		Jan. 24, 72	Jul. 23, 72	
	"	"	"	495		535		Jul. 24, 72	Jan. 25, 73	
	007	4	"	390		436		Jun. 1, 70	May 31, 71	
	Washman	055	8	Mthly.	421		475		Jan. 1, 70	Dec. 31, 70
		063	4	Wkly.	88	381	98	425	Jul. 1, 70	Dec. 31, 70
		072	"	"	86	373	97	420	Jul. 1, 70	Dec. 31, 70
		131	6	"	97	420	110	477	Jan. 1, 70	Dec. 31, 70
		161	"	"	98	425	110	477	Jan. 1, 70	Dec. 31, 70
		252	4	Hrly.	2.17	376	2.27	393	Jan. 1, 71	Dec. 31, 71
132		6	Mthly.	380		420		Jan. 1, 71	Aug. 31, 71	
"		"	"	400		440		Sep. 1, 71	Apr. 30, 72	
"		"	"	422		462		May 1, 72	Aug. 31, 72	
"		"	"	445		485		Sep. 1, 72	Dec. 31, 72	
186		3	"	380		410		Jan. 19, 71	Jun. 30, 71	
"		"	"	400		430		Jul. 1, 71	Dec. 31, 71	
"		"	"	420		450		Jan. 1, 72	Jun. 30, 72	
"		"	"	440		470		Jul. 1, 72	Dec. 31, 72	
211		4	"	382		422		Jan. 25, 71	Jul. 25, 71	
"		"	"	403		443		Jul. 26, 71	Jan. 23, 72	
"		"	"	424		464		Jan. 24, 72	Jul. 23, 72	
"		"	"	445		485		Jul. 24, 72	Jan. 25, 73	
006		"	"	398		439		Dec. 7, 70	Jun. 30, 71	
"		"	"	418		461		Jul. 1, 71	Dec. 31, 71	
"		"	"	439		484		Jan. 1, 72	Jun. 30, 72	
"		"	"	461		508		Jul. 1, 72	Dec. 31, 72	
138		1	Wkly.	85	368	93	403	Jul. 1, 70	Jun. 30, 71	

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
<u>Maintenance & Engineering</u>										
Carpenter	015	4	Hrly.	\$	\$	\$ 3.12	\$ 541	Jan. 1, 71	Dec. 31, 71	
	"	"	"			3.35	581	Jan. 1, 72	Dec. 31, 72	
	055	8	Mthly.	576				Jan. 1, 70	Dec. 31, 70	
	063	4	Wkly.	117	507	133	576	Jul. 1, 70	Dec. 31, 70	
	072	"	"	125	542	133	576	Jul. 1, 70	Dec. 31, 70	
	131	6	"	106	459	124	537	Jan. 1, 70	Dec. 31, 70	
	161	"	"	110	477	129	559	Jan. 1, 70	Dec. 31, 70	
	165	3	"	124	537	133	576	Jan. 1, 71	Jun. 30, 71	
	252	4	Hrly.	3.41	591	3.58	621	Jan. 1, 71	Dec. 31, 71	
	132	6	Mthly.	568		608		Jan. 1, 71	Aug. 31, 71	
	"	"	"	591		631		Sep. 1, 71	Apr. 30, 72	
	"	"	"	623		663		May 1, 72	Aug. 31, 72	
	"	"	"	646		696		Sep. 1, 72	Dec. 31, 72	
	211	4	"	564		604		Jan. 25, 71	Jul. 25, 71	
	"	"	"	588		628		Jul. 26, 71	Jan. 25, 72	
	"	"	"	612		652		Jan. 24, 72	Jul. 23, 72	
	"	"	"	635		675		Jul. 24, 72	Jan. 25, 73	
	006	4	Mthly.	461		533		Dec. 7, 70	Jun. 30, 71	
	"	"	"	484		560		Jul. 1, 71	Dec. 31, 71	
	"	"	"	508		588		Jan. 1, 72	Jun. 30, 72	
	"	"	"	533		617		Jul. 1, 72	Dec. 31, 72	
	Electrician	015	4	Hrly.			4.28	742	Jan. 1, 71	Dec. 31, 71
		"	"	"			4.60	797	Jan. 1, 72	Dec. 31, 72
		030	"	"			4.28	742	Jan. 1, 71	Dec. 31, 71
		"	"	"			4.60	797	Jan. 1, 72	Dec. 31, 72
		131	6	"	3.50	607	3.65	633	Apr. 1, 70	Dec. 31, 70
		146	8	"			4.06	706	Jan. 1, 71	Dec. 31, 71
252		4	"			4.21	730	Jan. 1, 71	Dec. 31, 71	
132		6	Mthly.	578		618		Jan. 1, 71	Aug. 31, 71	
Groundsman		055	8	Mthly.	404		433		Jun. 29, 70	Dec. 31, 70
	165	3	Wkly.	90	390	103	446	Jan. 1, 71	Jun. 30, 71	
	132	6	Mthly.	380		420		Jan. 1, 71	Aug. 31, 71	
	"	"	"	400		440		Sep. 1, 71	Apr. 30, 72	
	"	"	"	422		462		May 1, 72	Aug. 31, 72	
	"	"	"	445		485		Sep. 1, 72	Dec. 31, 72	
	186	3	"	380		410		Jan. 19, 71	Jun. 30, 71	
	"	"	"	400		430		Jul. 1, 71	Dec. 31, 71	
	"	"	"	420		450		Jan. 1, 72	Jun. 30, 72	
	"	"	"	440		470		Jul. 1, 72	Dec. 31, 72	

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly. Equi.	Agrt. Rate	Mthly. Equi.	From	To
Groundsman (cont'd)	211	4	Mthly.	\$ 493	\$	\$ 533	\$	Jan. 25, 71	Jul. 25, 71
	"	"	"	506		546		Jul. 26, 71	Jan. 23, 72
	"	"	"	518		558		Jan. 24, 72	Jul. 23, 72
	"	"	"	530		570		Jul. 24, 72	Jan. 25, 73
Handyman	186	3	"	430		460		Jan. 19, 71	Jun. 30, 71
	"	"	"	450		480		Jul. 1, 71	Dec. 31, 71
	"	"	"	465		495		Jan. 1, 72	Jun. 30, 72
	"	"	"	495		525		Jul. 1, 72	Dec. 31, 72
	211	4	"	378		418		Jan. 25, 71	Jul. 25, 71
	"	"	"	396		436		Jul. 26, 71	Jan. 23, 72
	"	"	"	413		453		Jan. 24, 72	Jul. 23, 72
	"	"	"	430		470		Jul. 24, 72	Jan. 25, 73
Maintenance Man	063	4	Wkly.	117	507	133	576	Jul. 1, 70	Dec. 31, 70
	072	"	"	102	442	110	477	Jul. 1, 70	Dec. 31, 70
	165	"	"	115	498	119	516	Jan. 1, 71	Jun. 30, 71
	252	4	Hrly.	2.77	480	3.11	539	Jan. 1, 71	Dec. 31, 71
	211	"	Mthly.	504		544		Jan. 25, 71	Jul. 25, 71
	"	"	"	528		568		Jul. 26, 71	Jan. 23, 72
	"	"	"	552		592		Jan. 24, 72	Jul. 23, 72
	"	"	"	575		615		Jul. 24, 72	Jan. 25, 73
	007	"	"	504		556		Jun. 1, 70	May 31, 71
	138	1	Wkly.	96	416	112	485	Jul. 1, 70	Jun. 30, 71
Painter	015	4	Hrly.			3.12	540	Jan. 1, 71	Dec. 31, 71
	"	"	"			3.35	581	Jan. 1, 72	Dec. 31, 72
	055	8	Mthly.	527				Jan. 1, 70	Dec. 31, 70
	063	4	Wkly.	102	442	121	524	Jul. 1, 70	Dec. 31, 70
	072	"	"	110	477	118	511	Jul. 1, 70	Dec. 31, 70
	131	6	"	100	433	122	529	Jan. 1, 70	Dec. 31, 70
	161	"	"	101	438	123	533	Jan. 1, 70	Dec. 31, 70
	252	4	Hrly.	2.77	480	3.11	539	Jan. 1, 71	Dec. 31, 71
	132	6	Mthly.	542		582		Jan. 1, 71	Aug. 31, 71
	"	"	"	564		604		Sep. 1, 71	Apr. 30, 72
	"	"	"	594		634		May 1, 72	Aug. 31, 72
	"	"	"	626		666		Sep. 1, 72	Dec. 31, 72
	186	3	"	490		520		Jan. 19, 71	Jun. 30, 71
	"	"	"	510		540		Jul. 1, 71	Dec. 31, 71
	"	"	"	525		555		Jan. 1, 72	Jun. 30, 72
	"	"	"	545		575		Jul. 1, 72	Dec. 31, 72

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Painter (cont'd)	006	4	Mthly.	\$ 461	\$	\$ 533	\$	Dec. 7, 70	Jun. 30, 71
	"	"	"	484		560		Jul. 1, 71	Dec. 31, 71
	"	"	"	508		588		Jan. 1, 72	Jun. 30, 72
	"	"	"	533		617		Jul. 1, 72	Dec. 31, 72
Plumber	015	4	Hrly.			4.28	742	Jan. 1, 71	Dec. 31, 71
	"	4	"			4.60	797	Jan. 1, 72	Dec. 31, 72
	131	6	Wkly.	121	524	132	572	Jan. 1, 70	Dec. 31, 70
	146	8	Hrly.			4.21	730	Jan. 1, 71	Dec. 31, 71
	252	4	"			4.21	730	Jan. 1, 71	Dec. 31, 71
	132	6	Mthly.	568		608		Jan. 1, 71	Aug. 31, 71
	"	"	"	591		631		Sep. 1, 71	Apr. 30, 72
	"	"	"	623		663		May 1, 72	Aug. 31, 72
	"	"	"	646		696		Sep. 1, 72	Dec. 31, 72
	015	4	Hrly..			4.28	742	Jan. 1, 71	Dec. 31, 71
	"	"	"			4.60	797	Jan. 1, 72	Dec. 31, 72
Stationary Engineer 2	133	6	"			3.98	690	Jan. 1, 70	Dec. 31, 70
	146	8	"			4.28	742	Jan. 1, 71	Dec. 31, 71
	006	4	Mthly.	553		673		Dec. 7, 70	Jun. 30, 71
	"	"	"	581		707		Jul. 1, 71	Dec. 31, 71
	"	"	"	610		742		Jan. 1, 72	Jun. 30, 72
	"	"	"	641		779		Jul. 1, 72	Dec. 31, 72
	015	4	Hrly.			3.84	666	Jan. 1, 71	Dec. 31, 71
	"	"	"			4.13	716	Jan. 1, 72	Dec. 31, 72
Stationary Engineer 3	030	"	"			3.84	666	Jan. 1, 71	Dec. 31, 71
	"	"	"			4.13	716	Jan. 1, 72	Dec. 31, 72
	063	"	"			3.05	529	Jul. 1, 70	Dec. 31, 70
	084	6	"			3.57	619	Jan. 1, 70	Dec. 31, 70
	098	4	"			3.84	666	Jan. 1, 71	Dec. 31, 71
	133	6	"			3.58	621	Jan. 1, 70	Dec. 31, 70
	145	3	"			3.84	666	Jan. 1, 71	Dec. 31, 71
	146	8	"			3.85	667	Jan. 1, 71	Dec. 31, 71
	013	5	"			3.35	610	Jul. 16, 70	Jul. 15, 71
	"	"	"			3.60	655	Jul. 16, 71	Jul. 16, 72
	209	4	"			3.55	615	Apr. 23, 71	Apr. 22, 72
	"	"	"			3.85	667	Apr. 23, 72	Apr. 22, 73
	007	"	Mthly.	582		592		Jun. 1, 70	May 31, 71

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd)	006	4	Mthly.	\$ 527	\$	\$ 610	\$	Dec. 7, 70	Jun. 30, 71
	"	"	"	553		641		Dec. 31, 71	
	"	"	"	581		673		Jan. 1, 72	Jun. 30, 72
	"	"	"	610		707		Jul. 1, 72	Dec. 31, 72
	244	3	Hrly.			3.75	650	Jan. 1, 71	May 31, 72
Stationary Engineer 4	015	4	Hrly.			3.14	544	Jan. 1, 71	Dec. 31, 71
	"	"	"			3.37	584	Jan. 1, 72	Dec. 31, 72
	030	"	"			3.12	541	Jan. 1, 71	Dec. 31, 71
	"	"	"			3.35	581	Jan. 1, 72	Dec. 31, 72
	084	6	"			2.92	506	Jan. 1, 70	Dec. 31, 70
	146	8	"			3.06	530	Jan. 1, 70	Dec. 31, 71
	013	5	"			3.20	582	Jul. 16, 70	Jul. 15, 71
	"	"	"			3.45	628	Jul. 16, 71	Jul. 16, 72
	209	4	"			3.45	598	Apr. 23, 71	Apr. 22, 72
	"	"	"			3.75	650	Apr. 23, 72	Apr. 22, 73
	006	"	Mthly.	461		533		Dec. 7, 70	Jun. 30, 71
	"	"	"	484		560		Jul. 1, 71	Dec. 31, 71
	"	"	"	508		588		Jan. 1, 72	Jun. 30, 72
	"	"	"	533		617		Jul. 1, 72	Dec. 31, 72
	025	2	Mthly.			565		Jan. 1, 71	May 31, 72
	244	3	Hrly.			3.26	565	Jan. 1, 71	May 31, 72
	041	3	Mthly.			565		Jan. 1, 71	May 31, 72
	136	2	"			560		Jan. 1, 71	Jun. 1, 72
	163	"	"			560		Jan. 1, 71	Jun. 1, 72
Stationary Engineer's Helper	084	6	Hrly.			2.47	428	Jan. 1, 70	Dec. 31, 70
	133	"	"			2.55	442	Jan. 1, 70	Dec. 31, 70
	146	8	"			3.00	520	Jan. 1, 71	Dec. 31, 71
	163	2	Mthly.			400		Jan. 1, 71	Jun. 1, 72
<u>Nursing</u>									
Assistant Head Nurse	223	8	"	610		730		Jan. 1, 71	Dec. 31, 71
	191	4	"	555		665		Mar. 1, 70	Feb. 28, 71
Graduate Nurse	223	8	"	535		625		Jan. 1, 71	Dec. 31, 71
	191	4	"	485		585		Mar. 1, 70	Feb. 28, 71

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Description	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	from	to	
Nurse's Aide	072	4	Wkly.	\$ 66	\$ 286	\$ 74	\$ 321	Jul. 1, 70	Dec. 31, 70	
	131	6	"	70	303	83	360	Jan. 1, 70	Dec. 31, 70	
	252	4	Hrly.	2.17	376	2.27	394	Jan. 1, 71	Dec. 31, 71	
	132	6	Mthly.	322		362		Jan. 1, 71	Aug. 31, 71	
	"	6	"	348		388		Sep. 1, 71	Apr. 30, 72	
	"	"	"	367		407		May 1, 72	Aug. 31, 72	
	"	"	"	387		427		Sep. 1, 72	Dec. 31, 72	
	186	3	"	345		375		Jan. 19, 71	Jun. 30, 71	
	"	"	"	365		395		Jul. 1, 71	Dec. 31, 71	
	"	"	"	385		415		Jan. 1, 72	Jun. 30, 72	
	"	"	"	405		435		Jul. 1, 72	Dec. 31, 72	
	211	4	"	327		367		Jan. 25, 71	Jul. 25, 71	
	"	"	"	354		394		Jul. 26, 71	Jan. 23, 72	
	"	"	"	381		421		Jan. 24, 72	Jul. 23, 72	
	"	"	"	407		447		Jul. 24, 72	Jan. 25, 73	
	007	"	"	301		338		Jun. 1, 70	May 31, 71	
	006	4	"	308		323		Dec. 7, 70	Jun. 30, 71	
	"	"	"	323		339		Jul. 1, 71	Dec. 30, 71	
	"	"	"	339		356		Jan. 1, 72	Jun. 30, 72	
	"	"	"	356		374		Jul. 1, 72	Dec. 31, 72	
	138	1	Wkly.	64	277	73	316	Jul. 1, 70	Jun. 30, 71	
Registered Nurse	223	8	Mthly.	570		680		Jan. 1, 71	Dec. 31, 71	
	191	4	"	520		620		Mar. 1, 70	Feb. 28, 71	
Registered Nursing Assistant	055	8	Mthly.	435		491		Jan. 1, 70	Dec. 31, 70	
	063	4	Wkly.	95	412	108	468	Jul. 1, 70	Dec. 31, 70	
	072	"	"	90	390	97	420	Jul. 1, 70	Dec. 31, 70	
	161	6	"	91	394	106	459	Jan. 1, 70	Dec. 30, 70	
	165	3	"	95	412	108	468	Jan. 1, 71	Jun. 30, 71	
	252	4	Hrly.	2.34	406	2.61	452	Jan. 1, 71	Dec. 31, 71	
	132	6	Mthly.	389		429		Jan. 1, 71	Aug. 31, 71	
	"	"	"	420		460		Sep. 1, 71	Apr. 30, 72	
	"	"	"	443		483		May 1, 72	Aug. 31, 72	
	"	"	"	467		507		Sep. 1, 72	Dec. 31, 72	
	211	4	"	399		439		Jan. 25, 71	Jul. 25, 71	
	"	"	"	423		463		Jul. 26, 71	Jan. 23, 72	
	"	"	"	447		487		Jan. 24, 72	Jul. 23, 72	
	"	"	"	470		510		Jul. 24, 72	Jan. 25, 73	
	007	4	"	379		421		Jun. 1, 70	May 31, 71	

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd)	138	1	Wkly.	\$ 91	\$ 394	\$ 106	\$ 459	Jul. 1, 70	Jun. 30, 71
<u>Nursing Education</u>									
Teacher	223	8	Mthly.	703		823		Jan. 1, 71	Dec. 31, 71
	191	4	"	600		710		Mar. 1, 70	Feb. 28, 71
<u>Technologists and Technicians</u>									
Technician I	227	8	Mthly	417		469		Jan. 1, 71	Dec. 31, 71
Technician II	227	8	"	499		568		Jan. 1, 71	Dec. 31, 71
Technologist I	227	8	"	516		588		Jan. 1, 71	Dec. 31, 71
Technologist II	227	8	"	606		671		Jan. 1, 71	Dec. 31, 71
Technologist III	227	8	"	692		775		Jan. 1, 71	Dec. 31, 71
Technologist IV	227	8	"	791		857		Jan. 1, 71	Dec. 31, 71

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENT, LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	107	5	Mthly.	\$ 291	\$	\$ 327	\$	Mar. 15, 71	Sep. 14, 71
	"	"	"	301		337		Sep. 15, 71	Mar. 14, 72
Clerk II	107	5	"	290		370		Mar. 15, 71	Sep. 14, 71
	"	"	"	301		381		Sep. 15, 71	Mar. 14, 71
Clerk III	107	5	"	391		445		Mar. 15, 71	Sep. 14, 71
	"	"	"	404		458		Sep. 15, 71	Mar. 14, 71
Clerk IV	107	5	"	423		495		Mar. 15, 71	Sep. 14, 71
	"	"	"	438		510		Sep. 15, 71	Mar. 14, 71
Clerk-Typist	107	5	"	290		370		Mar. 15, 71	Sep. 14, 71
	"	"	"	301		381		Sep. 15, 71	Mar. 14, 71
Receptionist	107	5	"	290		370		Mar. 15, 71	Sep. 14, 71
	"	"	"	301		381		Sep. 15, 71	Mar. 14, 71
Stenographer	107	5	"	391		445		Mar. 15, 71	Sep. 14, 71
	"	"	"	404		458		Sep. 15, 71	Mar. 14, 72
Switchboard or Telephone Operator	107	5	"	325		405		Mar. 15, 71	Sep. 14, 71
	"	"	"	337		417		Sep. 15, 71	Mar. 14, 71
<u>Dietary</u>									
Cook	065	5	Hrly.			2.62	454	Jul. 1, 70	Jun. 30, 71
	"	"	"			2.82	489	Jul. 1, 71	Jun. 30, 72
	092	4	"			2.75	477	Jul. 6, 70	Jun. 27, 71
	"	"	"			2.95	511	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	387		417		Jul. 1, 70	Dec. 31, 70
Dishwasher	092	4	Hrly.			2.57	446	Jul. 6, 70	Jun. 27, 71
	"	"	"			2.77	480	Jun. 28, 71	Jun. 30, 72
Kitchen Helper (Female)	065	5	Hrly.			2.07	359	Jul. 1, 70	Jun. 30, 71
	"	"	"			2.27	394	Jul. 1, 71	Jun. 30, 72
	092	4	"			2.07	359	Jul. 6, 70	Jun. 27, 71
	"	"	"			2.27	394	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	287		317		May 1, 70	Dec. 31, 70

Table 2 (CONT'D) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	from	to	
Kitchen Helper (Female) (cont'd)	156	3	Mthly.	\$ 305	\$	\$ 335	\$	Jan. 1, 71	Aug. 31, 71	
	"	"	"	315		345		Sep. 1, 71	Apr. 30, 72	
	"	"	"	335		365		May 1, 72	Aug. 31, 72	
	"	"	"	350		380		Sep. 1, 72	Dec. 31, 72	
<u>Housekeeping</u>										
Laundry Helper (Female)	065	5	Hrly.			2.07	358	Jul. 1, 70	Jun. 30, 71	
	"	"	"			2.27	394	Jul. 1, 71	Jun. 30, 72	
	092	4	"			2.07	358	Jul. 6, 70	Jun. 27, 71	
	"	"	"			2.27	394	Jun. 28, 71	Jun. 30, 72	
	168	5	Mthly.	287		317		May 1, 70	Dec. 31, 70	
	156	3	"	305		335		Jan. 1, 71	Aug. 31, 71	
	"	"	"	315		345		Sep. 1, 71	Apr. 30, 72	
	"	"	"	335		365		May 1, 72	Aug. 31, 72	
	"	"	"	350		380		Sep. 1, 72	Dec. 31, 72	
	169	3	Hrly.	1.94	315	2.05	333	Oct. 1, 70	May 31, 71	
Maid	065	5	Hrly.			2.07	359	Jul. 1, 70	Jun. 30, 71	
	"	"	"			2.27	394	Jul. 1, 71	Jun. 30, 72	
	092	4	"			2.07	359	Jul. 6, 70	Jun. 27, 71	
	"	"	"			2.27	394	Jun. 28, 71	Jun. 30, 72	
	168	5	Mthly.	287		317		May 1, 70	Dec. 31, 70	
	156	3	"	305		335		Jan. 1, 71	Aug. 31, 71	
	"	"	"	315		345		Sep. 1, 71	Apr. 30, 72	
	"	"	"	335		365		May 1, 72	Aug. 31, 72	
	"	"	"	350		380		Sep. 1, 72	Dec. 31, 72	
	169	3	Hrly.	1.94	315	2.05	333	Oct. 1, 70	May 31, 71	
Orderly - Trained	065	5	Hrly.			2.51	435	Jul. 1, 70	Jun. 30, 71	
	"	"	"			2.71	470	Jul. 1, 71	Jun. 30, 72	
	092	4	"			2.46	426	Jul. 6, 70	Jun. 27, 71	
	"	"	"			2.66	461	Jun. 28, 71	Jun. 30, 72	
	168	5	Mthly.	392		422		Jul. 1, 70	Dec. 31, 70	
	156	3	"	440		470		Jan. 1, 71	Aug. 31, 71	
	"	"	"	460		490		Sep. 1, 71	Apr. 30, 72	
	"	"	"	470		500		May 1, 72	Aug. 31, 72	
	"	"	"	500		530		Sep. 1, 72	Dec. 31, 72	
	169	"	Hrly.	2.54	413	2.64	429	Oct. 1, 70	May 31, 71	

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Porter-Cleaner	065	5	Hrly.	\$	\$	2.35	\$ 407	Jul. 1, 70	Jun. 30, 71
"	"	"	"			2.55	442	Jul. 1, 71	Jun. 30, 72
"	092	4	"			2.35	407	Jul. 6, 70	Jun. 27, 71
"	"	"	"			2.55	442	Jun. 28, 71	Jun. 30, 72
"	168	5	Mthly.	347		377		Jul. 1, 70	Dec. 31, 70
"	156	3	"	387		417		Jan. 1, 71	Aug. 31, 71
"	"	"	"	407		437		Sep. 1, 71	Apr. 30, 72
"	"	"	"	420		450		May 1, 72	Aug. 31, 72
"	"	"	"	430		460		Sep. 1, 72	Dec. 31, 72
"	169	"	Hrly.	2.27	369	2.37	385	Oct. 1, 70	May 31, 71
Seamstress	065	5	Hrly.			2.10	364	Jul. 1, 70	Jun. 30, 71
"	"	"	"			2.30	399	Jul. 1, 71	Jun. 30, 72
"	092	4	"			2.31	400	Jul. 6, 70	Jun. 27, 71
"	"	"	"			2.51	435	Jun. 28, 71	Jun. 30, 72
"	168	5	Mthly.	316		346		May 1, 70	Dec. 31, 70
"	156	3	"	315		345		Jan. 1, 71	Aug. 31, 71
"	"	"	"	325		355		Sep. 1, 71	Apr. 30, 72
"	"	"	"	345		375		May 1, 72	Aug. 31, 72
"	"	"	"	360		390		Sep. 1, 72	Dec. 31, 72
"	169	"	Hrly.	2.05	333	2.16	351	Oct. 1, 70	May 31, 71
Storeman	107	5	Mthly.	443		515		Mar. 15, 71	Sep. 14, 71
"	"	"	"	458		530		Sep. 15, 71	Mar. 14, 72
Washman	065	5	Hrly.			2.57	446	Jul. 1, 70	Jun. 30, 71
"	"	"	"			2.77	480	Jul. 1, 71	Jun. 30, 72
"	092	4	"			2.57	446	Jul. 6, 70	Jun. 27, 71
"	"	"	"			2.77	480	Jun. 28, 71	Jun. 30, 72
"	168	5	Mthly.	385		415		May 1, 70	Dec. 31, 70
"	156	3	"	400		430		Jan. 1, 71	Aug. 31, 71
"	"	"	"	415		445		Sep. 1, 71	Apr. 30, 72
"	"	"	"	435		460		May 1, 72	Aug. 31, 72
"	"	"	"	455		485		Sep. 1, 72	Dec. 31, 72
"	169	"	Hrly.	2.37	385	2.48	403	Oct. 1, 70	May 31, 71

Table 2 (CONT'D) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Maintenance & Engineering</u>									
Carpenter	065	5	Hrly.	\$	\$	\$ 3.28	\$ 569	Jul. 1, 70	Jun. 30, 71
"	"	"	"			3.48	603	Jul. 1, 71	Jun. 30, 72
"	092	4	"			3.06	530	Jul. 6, 70	Jun. 27, 71
"	"	"	"			3.26	565	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	515		545		Jul. 1, 70	Dec. 31, 70
Electrician	065	5	Hrly.			3.58	621	Jul. 1, 70	Jun. 30, 71
"	"	"	"			3.78	655	Jul. 1, 71	Jun. 30, 72
	168	"	Mthly.	515		545		Jul. 1, 70	Dec. 31, 70
Groundsman	092	4	Hrly.			2.38	413	Jul. 6, 70	Jun. 27, 71
"	"	"	"			2.58	447	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	352		382		May 1, 70	Dec. 31, 70
Handyman	092	4	Hrly.			2.86	496	Jul. 6, 70	Jun. 27, 71
"	"	"	"			3.06	530	Jun. 28, 71	Jun. 30, 72
Labourer	092	4	"			2.38	413	Jul. 6, 70	Jun. 27, 71
"	"	"	"			2.58	447	Jun. 28, 71	Jun. 30, 72
Maintenance Man	168	5	Mthly.	430		460		Jan. 1, 70	Dec. 31, 70
	156	3	"	400		430		Jan. 1, 71	Aug. 31, 71
"	"	"	"	415		445		Sep. 1, 71	Apr. 30, 72
"	"	"	"	435		465		May 1, 72	Aug. 31, 72
"	"	"	"	470		500		Sep. 1, 72	Dec. 31, 72
Painter	065	5	Hrly.			3.07	532	Jul. 1, 70	Jun. 30, 71
"	"	"	"			3.27	567	Jul. 1, 71	Jun. 30, 72
	168	"	Mthly.	435		465		Jul. 1, 70	Dec. 31, 70
	156	3	"	434		464		Jan. 1, 71	Aug. 31, 71
"	"	"	"	457		487		Sep. 1, 71	Apr. 30, 72
"	"	"	"	477		507		May 1, 72	Aug. 31, 72
"	"	"	"	504		534		Sep. 1, 72	Dec. 31, 72
Plumber	168	5	"	515		545		Jul. 1, 70	Dec. 31, 70

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effect	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 2	005	5	Mthly.	\$	\$	\$ 688	\$	Oct. 1, 70	Sep. 30, 71
"	"	"	"			738		Oct. 1, 71	Sep. 30, 72
"	064	5	Hrly.			3.53	612	Feb. 18, 71	Aug. 17, 71
"	"	"	"			3.68	638	Aug. 18, 71	Feb. 17, 72
"	"	"	"			3.78	655	Feb. 18, 72	Feb. 18, 73
"	092	4	"			3.48	603	Jul. 6, 70	Jun. 27, 71
"	"	"	"			3.68	638	Jun. 28, 71	Jun. 30, 72
"	076	3	"			3.50	607	Apr. 1, 71	Nov. 30, 71
"	"	"	"			3.60	624	Dec. 1, 71	Jul. 31, 72
"	"	"	"			3.78	655	Aug. 1, 72	Mar. 31, 73
"	004	3	"			3.42	593	Nov. 14, 69	Nov. 13, 70
Stationary Engineer 4	064	5	Hrly.			3.13	543	Feb. 18, 71	Aug. 17, 71
"	"	"	"			3.23	560	Aug. 18, 71	Feb. 17, 72
"	"	"	"			3.33	577	Feb. 18, 72	Feb. 18, 73
"	092	4	"			2.95	511	Jul. 6, 70	Jun. 27, 71
"	"	4	"			3.15	575	Jun. 28, 71	Jun. 30, 72
"	156	3	Mthly.	471		501		Jan. 1, 71	Aug. 31, 71
"	"	"	"	496		526		Sep. 1, 71	Apr. 30, 72
"	"	"	"	518		548		May 1, 72	Aug. 31, 72
"	"	"	"	550		580		Sep. 1, 72	Dec. 31, 72
"	004	"	Hrly.			3.19	553	Nov. 14, 69	Nov. 13, 70
"	249	2	"			3.00	520	Jan. 1, 71	Dec. 31, 71
"	"	"	"			3.25	563	Jan. 1, 72	Dec. 31, 72
"	"	"	"			3.50	607	Jan. 1, 73	Dec. 31, 73
Stationary Engineer's Helper	249	2	Hrly.	2.00	347	2.75	477	Jan. 1, 71	Dec. 31, 73
<u>Nursing</u>									
Ambulance Driver-Attendant I	065	5	"			2.55	442	Jul. 1, 70	Jun. 30, 71
"	"	"	"			2.75	477	Jul. 1, 71	Jun. 30, 72
Ambulance Driver-Attendant II	065	5	"			2.39	414	Jul. 1, 70	Jun. 30, 71
"	"	"	"			2.59	449	Jul. 1, 71	Jun. 30, 72
Assistant Head Nurse	199	5	Mthly.	609		734		Jan. 1, 71	Dec. 31, 71

Table 2 (CONT'D) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Graduate Nurse	130	4	Mthly.	\$ 533	\$	\$ 623	\$	Jan. 23, 71	Jan. 23, 72	
	199	5	"	510		550		Jan. 1, 71	Dec. 31, 71	
Head Nurse	130	4	"	648		768		Jan. 23, 71	Jan. 23, 72	
	199	5	"	658		783		Jan. 1, 71	Dec. 31, 71	
Nurse's Aide	169	3	Hrly.	2.00	325	2.10	341	Oct. 1, 70	May 31, 71	
Registered Nurse	130	4	Mthly.	568		678		Jan. 23, 71	Jan. 23, 72	
	199	5	"	567		683		Jan. 1, 71	Dec. 31, 71	
Registered Nursing Assistant	065	5	Hrly.			2.39	414	Jul. 1, 70	Jun. 30, 71	
	"	"	"			2.63	456	Jul. 1, 71	Jun. 30, 72	
	092	4	"			2.43	421	Jul. 6, 70	Jun. 27, 71	
	"	"	"			2.66	461	Jun. 28, 71	Jun. 30, 72	
	168	5	Mthly.	370		400		Jul. 1, 70	Dec. 31, 70	
	156	3	"	400		430		Jan. 1, 71	Aug. 31, 71	
	"	"	"	420		450		Sep. 1, 71	Apr. 30, 72	
	"	"	"	440		470		May 1, 72	Aug. 31, 72	
Nursing Education	"	"	"	460		490		Sep. 1, 72	Dec. 31, 72	
	169	"	Hrly.	2.38	387	2.49	405	Oct. 1, 70	May 31, 71	
Teacher	130	4	Mthly.	648		768		Jan. 23, 71	Jan. 23, 72	
<u>Technologists and Technicians</u>										
Laboratory Assistant	232	5	Mthly.	374		412		Jan. 1, 71	Dec. 31, 71	
	150	"	"	408		480		Mar. 15, 71	Sep. 14, 71	
	150	"	"	433		505		Sep. 15, 71	Mar. 14, 72	
Technician I	150	"	"	478		550		Mar. 15, 71	Sep. 14, 71	
	"	"	"	511		583		Sep. 15, 71	Mar. 14, 72	
Technician II	150	"	"	550		650		Mar. 15, 71	Sep. 14, 71	
	"	"	"	587		687		Sep. 15, 71	Mar. 14, 72	

Table 2 (CONT'D) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Technologist I	232	5	Mthly.	\$ 492	\$	\$ 587	\$	Jan. 1, 71	Dec. 31, 71
	150	"	"	483		555		Mar. 15, 71	Sep. 14, 71
	"	"	"	503		575		Sep. 15, 71	Mar. 14, 72
Technologist II	232	"	"	539		635		Jan. 1, 71	Dec. 31, 71
	150	"	"	535		635		Mar. 15, 71	Sep. 14, 71
	"	"	"	580		680		Sep. 15, 71	Mar. 14, 72
Technologist III	232	"	"	641		763		Jan. 1, 71	Dec. 31, 71
Technologist IV	232	"	"	763		910		Jan. 1, 71	Dec. 31, 71

Table 3

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Ann'l. Rate	Mthly Equiv.	Ann'l. Rate	Mthly Equiv.	From	To
Clerical									
Clerk I	070	7	Mthly.	\$ 355	\$	\$ 384	\$	Nov. 1, 70	Jul. 31, 71
	"	"	"	377		405		Aug. 1, 71	Mar. 31, 72
	"	"	"	399		427		Apr. 1, 72	Dec. 31, 72
	188	8	"	310		350		Apr. 1, 70	Mar. 31, 71
	181	4	Wkly.	77	336	93	402	Sep. 15, 70	Sep. 14, 71
Clerk II	070	7	Mthly.	412		451		Nov. 1, 70	Jul. 31, 71
	"	"	"	433		473		Aug. 1, 71	Mar. 31, 72
	"	"	"	455		495		Apr. 1, 72	Dec. 31, 72
	188	8	"	371		416		Apr. 1, 70	Mar. 31, 71
	181	4	Wkly.	88	380	103	446	Sep. 15, 70	Sep. 14, 71
Clerk III	070	7	Mthly.	446		485		Nov. 1, 70	Jul. 31, 71
	"	"	"	467		507		Aug. 1, 71	Mar. 31, 72
	"	"	"	489		529		Apr. 1, 72	Dec. 31, 72
	188	8	"	403		472		Apr. 1, 70	Mar. 31, 71
	181	4	Wkly.	95	413	110	479	Sep. 15, 70	Sep. 14, 71
Clerk IV	188	8	Mthly.	430		495		Apr. 1, 70	Mar. 31, 71
	181	4	Wkly.	104	451	119	517	Sep. 15, 70	Sep. 14, 71
Clerk V	"	"	"	109	473	124	539	Sep. 15, 70	Sep. 14, 71
Clerk-Typist I	188	8	Mthly.	326		366		Apr. 1, 70	Mar. 31, 71
Clerk-Typist II	"	"	"	358		403		Apr. 1, 70	Mar. 31, 71
Receptionist	"	"	"	310		350		Apr. 1, 70	Mar. 31, 71
Stenographer	"	"	"	371		416		Apr. 1, 70	Mar. 31, 71
Stenographer-Secretary	"	"	"	400		450		Apr. 1, 70	Mar. 31, 71

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stenographer-Medical	188	8	Mthly.	\$ 409	\$	\$ 464	\$	Apr. 1, 70	Mar. 31, 71
Switchboard or Telephone Operator I	070	7	"	423		460		Nov. 1, 70	Jul. 31, 71
"	"	"	"	445		482		Aug. 1, 71	Mar. 31, 72
"	"	"	"	467		504		Apr. 1, 72	Dec. 31, 72
"	188	8	"	336		391		Apr. 1, 70	Mar. 31, 71
Switchboard or Telephone Operator II	"	"	"			406		Apr. 1, 70	Mar. 31, 71
<u>Dietary</u>									
Cook	002	2	"	440		473		Jan. 1, 70	Mar. 31, 71
"	070	7	"	457		501		Nov. 1, 70	Jul. 31, 71
"	"	"	"	478		522		Aug. 1, 71	Mar. 31, 72
"	"	"	"	500		544		Apr. 1, 72	Dec. 31, 72
"	071	5	"	440		473		Apr. 1, 70	Mar. 21, 71
"	081	6	"	440		473		Apr. 1, 70	Mar. 31, 71
"	100	8	"	463		535		Jan. 2, 71	Dec. 31, 71
"	109	6	"	344		376		Apr. 7, 70	Apr. 5, 71
"	113	7	"	417		451		Jul. 6, 70	Jul. 4, 71
"	"	"	"	450		487		Jul. 5, 71	Jul. 5, 72
"	121	6	Hrly.	2.54	440	2.73	473	Mar. 23, 70	Mar. 22, 71
"	182	8	Mthly.	403		433		Jan. 1, 70	Dec. 31, 70
"	190	5	Hrly.	2.26	393	2.45	426	Sep. 1, 70	Apr. 30, 71
"	"	"	"	2.38	414	2.57	447	May 1, 71	Dec. 31, 71
"	193	5	Mthly.	415		489		Jan. 1, 71	Dec. 31, 71
"	206	6	"	459		519		Jan. 4, 71	Dec. 31, 71
"	212	"	"	495		528		Jan. 22, 71	Jan. 21, 72
"	"	"	"	531		566		Jan. 22, 72	Jan. 21, 73
"	"	"	"	567		605		Jan. 22, 73	Jan. 21, 74
"	219	"	"	427		472		May 1, 70	Apr. 30, 71
"	"	"	"	470		519		May 1, 71	Apr. 30, 72
"	241	4	"	447		473		Apr. 1, 70	Dec. 31, 70
"	052	6	Wkly.	107	466	113	492	Sep. 7, 70	May 4, 71
"	059	5	Mthly.	458		488		Jan. 1, 71	Jun. 30, 71
"	"	"	"	487		517		Jul. 1, 71	Dec. 31, 71
"	"	"	"	508		538		Jan. 1, 72	Jun. 30, 72
"	"	"	"	530		560		Jul. 1, 72	Dec. 31, 72
"	021	2	"	414		432		Dec. 1, 70	Jul. 31, 71
"	"	"	"	447		466		Aug. 1, 71	Mar. 31, 72
"	001	3	"	402		442		Jan. 1, 71	Aug. 31, 71

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Cook (cont'd)	001	3	Mthly.	\$ 417	\$	\$ 457	\$	Oct. 1, 71	Mar. 31, 72
	128	4	"	403		433		Jul. 1, 70	Dec. 31, 70
	043	2	"	451		459		Dec. 15, 70	Dec. 14, 71
Dishwasher	109	6	"	372		405		Apr. 7, 70	Apr. 5, 71
	110	8	"	395		425		Jan. 1, 71	May 31, 71
	113	"	"	376		410		Jul. 6, 70	Jul. 4, 71
	"	"	"	406		443		Jul. 5, 71	Jul. 5, 72
	121	6	Hrly.	2.15	372	2.34	405	Mar. 23, 70	Mar. 22, 71
	059	5	Mthly.	392		422		Jan. 1, 71	Jun. 30, 71
	"	"	"	410		440		Jul. 1, 71	Dec. 31, 71
	"	"	"	430		460		Jan. 1, 72	Jun. 30, 72
	"	"	"	465		495		Jul. 1, 72	Dec. 31, 72
	001	3	"	362		402		Jan. 1, 71	Aug. 31, 71
	"	"	"	377		417		Oct. 1, 71	Mar. 31, 72
Kitchen Helper (female)	070	7	"	362		395		Nov. 1, 70	Jul. 31, 71
	"	"	"	384		416		Aug. 1, 71	Mar. 31, 72
	"	"	"	406		438		Apr. 1, 72	Dec. 31, 72
	071	5	"	300		332		Apr. 1, 70	Mar. 21, 71
	081	6	"	300		332		Apr. 1, 70	Mar. 31, 71
	100	8	"	329		365		Jan. 2, 71	Dec. 31, 71
	109	6	"	300		332		Apr. 7, 70	Apr. 5, 71
	110	8	"	318		348		Jan. 1, 71	May 31, 71
	113	7	"	305		335		Jul. 6, 70	Jul. 4, 71
	"	"	"	329		362		Jul. 5, 71	Jul. 5, 72
	121	6	Hrly.	1.73	300	1.92	332	Mar. 23, 70	Mar. 22, 71
	193	5	Mthly.	327		369		Jan. 1, 71	Dec. 31, 71
	206	6	"	347		377		Jan. 4, 71	Dec. 31, 71
	212	"	"	341		368		Jan. 22, 71	Jan. 21, 72
	"	"	"	366		395		Jan. 22, 72	Jan. 21, 73
	"	"	"	391		422		Jan. 22, 73	Jan. 21, 74
	219	"	"	294		324		May 1, 70	Apr. 30, 71
	"	"	"	323		356		May 1, 71	Apr. 30, 72
	241	4	"	323		335		Apr. 1, 70	Dec. 31, 70
	052	6	Wkly.	77	336	85	368	Sep. 7, 70	May 4, 71
	059	5	Mthly.	322		352		Jan. 1, 71	Jun. 30, 71
"	"	"	343		373		Jul. 1, 71	Dec. 31, 71	
"	"	"	354		384		Jan. 1, 72	Jun. 30, 72	
"	"	"	365		395		Jul. 1, 72	Dec. 31, 72	

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Kitchen Helper (female) (cont'd)	021	2	Mthly.	\$ 309	\$	\$ 333	\$	Dec. 1, 70	Jul. 31, 71
	"	"	"	334		359		Aug. 1, 71	Mar. 31, 72
	001	3	"	318		358		Jan. 1, 71	Aug. 31, 71
	"	"	"	333		373		Oct. 1, 71	Mar. 31, 72
	043	2	"	342		351		Dec. 15, 70	Dec. 14, 71
<u>Housekeeping</u>									
Laundry Helper (female)	073	3	Mthly.	340		385		Dec. 30, 70	Sep. 7, 71
	"	"	"	350		395		Sep. 8, 71	Dec. 31, 71
	081	6	"	300		332		Apr. 1, 70	Mar. 31, 71
	086	4	"	297		327		Jan. 1, 70	Feb. 28, 71
	100	8	"	329		365		Jan. 2, 71	Dec. 31, 71
	109	6	"	300		332		Apr. 30, 70	Apr. 5, 71
	110	8	"	330		360		Jan. 1, 71	May 31, 70
	113	7	"	315		347		Jul. 6, 70	Jul. 4, 71
	"	"	"	340		375		Jul. 5, 71	Jul. 5, 72
	182	8	"	310		332		Jan. 1, 70	Dec. 31, 70
	206	6	"	347		377		Jan. 4, 71	Dec. 31, 71
	212	"	"	341		368		Jan. 22, 71	Jan. 21, 72
	"	"	"	366		395		Jan. 22, 72	Jan. 21, 73
	"	"	"	391		422		Jan. 22, 73	Jan. 21, 74
	052	"	Wkly.	78	340	85	369	Sep. 7, 70	May 4, 71
	021	2	Mthly.	309		333		Dec. 1, 70	Jul. 31, 71
	"	"	"	334		359		Aug. 1, 71	Mar. 31, 72
	001	3	"	318		358		Jan. 1, 71	Aug. 31, 71
	"	"	"	333		373		Oct. 1, 71	Mar. 31, 72
	043	2	"	342		351		Dec. 15, 70	Dec. 14, 71
Maid	002	"	"	300		322		Jan. 1, 70	Mar. 31, 71
	070	7	"	362		395		Nov. 1, 70	Jul. 31, 71
	"	"	"	384		416		Aug. 1, 71	Mar. 31, 72
	"	"	"	406		438		Apr. 1, 72	Dec. 31, 72
	071	5	"	300		332		Apr. 1, 70	Mar. 21, 71
	073	3	"	340		385		Dec. 30, 70	Sep. 7, 71
	"	"	"	350		395		Sep. 8, 71	Dec. 31, 71
	081	6	"	300		332		Apr. 1, 70	Mar. 31, 71
	100	8	"	329		365		Jan. 2, 71	Dec. 31, 71
	109	6	"	300		332		Apr. 7, 70	Apr. 5, 71
	110	8	"	318		348		Jan. 1, 71	May 31, 71
	113	7	"	305		335		Jul. 5, 70	Jul. 4, 71

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

	Job:	No. of Jobs	Pay Period	Wage Data				From	To	
				Monthly		Hourly				
				Rate	Rate	Rate	Rate			
Maid (cont'd)	113	7	Mthly.	\$ 328	\$	\$ 362	\$	Jul. 5, 71	Jul. 4, 72	
	121	6	Hrly.	1.73	300	1.92	332	Mar. 23, 70	Mar. 22, 71	
	182	8	Mthly.	310		332		Jan. 1, 70	Dec. 31, 71	
	190	"	Hrly.	1.84	320	2.01	350	Sep. 1, 70	Apr. 30, 71	
	"	"	"	1.96	341	2.13	371	May 1, 71	Dec. 31, 71	
	193	"	Mthly.	327		369		Jan. 1, 71	Dec. 31, 71	
	206	6	"	347		377		Jan. 4, 71	Dec. 31, 72	
	212	"	"	341		368		Jan. 22, 71	Jan. 21, 72	
	"	"	"	366		395		Jan. 22, 72	Jan. 21, 73	
	"	"	"	391		422		Jan. 22, 73	Jan. 21, 74	
	215	"	Hrly.	1.98	343	2.13	369	Apr. 1, 71	Mar. 31, 72	
	219	"	Mthly.	294		324		May 1, 70	Apr. 30, 71	
	"	"	"	323		356		May 1, 71	Apr. 30, 72	
	052	"	Wkly.	77	336	85	368	Sep. 7, 70	May 4, 71	
	181	4	"	82	354	87	378	Sep. 15, 70	Sep. 14, 71	
	059	5	Mthly.	322		352		Jan. 1, 71	Jun. 30, 71	
	"	"	"	343		373		Jul. 1, 71	Dec. 31, 71	
	"	"	"	354		384		Jan. 1, 72	Jun. 30, 72	
	"	"	"	365		395		Jul. 1, 72	Dec. 31, 72	
	021	2	"	"	309		333		Dec. 1, 70	Jul. 31, 71
	"	"	"	"	334		359		Aug. 1, 71	Mar. 31, 72
	001	3	"	"	318		358		Jan. 1, 71	Aug. 31, 71
	"	"	"	"	333		373		Oct. 1, 71	Mar. 31, 72
128	4	"	"	302		332		Jul. 1, 70	Dec. 31, 70	
043	2	"	"	342		351		Dec. 15, 70	Dec. 14, 71	
Orderly - Trained	002	2	"	435		465		Jan. 1, 70	Mar. 31, 71	
	070	7	"	421		491		Nov. 1, 70	Jul. 31, 71	
	"	"	"	442		512		Aug. 1, 71	Mar. 31, 72	
	"	"	"	464		534		Apr. 1, 72	Dec. 31, 72	
	071	5	"	420		450		Apr. 1, 70	Mar. 21, 71	
	081	6	"	420		450		Apr. 1, 70	Mar. 31, 71	
	086	4	"	360		390		Jan. 1, 70	Feb. 28, 71	
	109	6	"	420		450		Apr. 7, 70	Apr. 5, 71	
	110	8	"	438		468		Jan. 1, 71	May 31, 71	
	113	7	"	409		434		Jul. 5, 70	Jul. 4, 71	
	"	"	"	442		469		Jul. 5, 71	Jul. 5, 72	
	121	6	Hrly.	2.42	420	2.60	450	Mar. 23, 70	Mar. 22, 71	
	182	8	Mthly.	430		450		Jan. 1, 70	Dec. 31, 70	
	190	5	Hrly.	2.26	393	2.45	426	Sep. 1, 70	Apr. 30, 71	
	"	"	"	2.38	414	2.57	447	May 1, 71	Dec. 31, 71	

Occupation	Code	Number of Beds	Wage Data						Effective Dates	
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.	From	To	
Orderly - Trained (cont'd)	193	5	Mthly.	\$ 379	\$	\$ 442	\$	Jan. 1, 71	Dec. 31, 71	
	206	6	"	406		439		Jan. 4, 71	Dec. 31, 71	
	212	"	"	418		453		Jan. 22, 71	Jan. 21, 72	
	"	"	"	448		486		Jan. 22, 72	Jan. 21, 73	
	"	"	"	479		519		Jan. 22, 73	Jan. 21, 74	
	215	"	Hrly.	2.45	425	2.65	459	Apr. 1, 71	Mar. 31, 72	
	219	"	Mthly.	402		424		May 1, 70	Apr. 30, 71	
	"	"	"	444		466		May 1, 71	Apr. 30, 72	
	052	"	Wkly.	100	432	107	466	Sep. 7, 70	May 4, 71	
	181	4	"	101	439	109	474	Sep. 15, 70	Sep. 14, 71	
	059	5	Mthly.	452		482		Jan. 1, 71	Jun. 30, 71	
	"	"	"	476		506		Jul. 1, 71	Dec. 31, 71	
	"	"	"	495		525		Jan. 1, 72	Jun. 30, 72	
	"	"	"	520		550		Jul. 1, 72	Dec. 31, 72	
	021	2	"	408		432		Dec. 1, 70	Jul. 31, 71	
	"	"	"	441		466		Aug. 1, 71	Mar. 31, 72	
	001	3	"	420		460		Jan. 1, 71	Aug. 31, 71	
	"	"	"	435		475		Oct. 1, 71	Mar. 31, 72	
	128	4	"	420		450		Jul. 1, 70	Dec. 31, 70	
	043	2	"	451		459		Dec. 15, 70	Dec. 14, 71	
Porter-Cleaner	002	2	"	372		405		Jan. 1, 70	Mar. 31, 71	
	070	7	"	434		473		Nov. 1, 70	Jul. 31, 71	
	"	"	"	456		494		Aug. 1, 71	Mar. 31, 72	
	"	"	"	478		516		Apr. 1, 72	Dec. 31, 72	
	071	5	"	372		405		Apr. 1, 70	Mar. 21, 71	
	073	3	"	390		455		Dec. 30, 71	Sep. 7, 71	
	"	"	"	400		465		Sep. 18, 71	Dec. 31, 71	
	081	6	"	372		405		Apr. 1, 70	Mar. 31, 71	
	100	8	"	397		441		Jan. 2, 71	Dec. 31, 71	
	109	6	"	372		405		Apr. 7, 70	Apr. 5, 71	
	110	8	"	391		421		Jan. 1, 71	May 31, 71	
	113	7	"	375		405		Jul. 5, 70	Jul. 4, 71	
	"	"	"	405		437		Jul. 5, 71	Jul. 5, 72	
	121	6	Hrly.	2.15	372	2.34	405	Mar. 23, 70	Mar. 22, 71	
	182	8	Mthly.	365		405		Jan. 1, 70	Dec. 31, 70	
	190	5	Hrly.	2.08	362	2.26	393	Sep. 1, 70	Apr. 30, 71	
	"	"	"	2.20	383	2.38	414	May 1, 71	Dec. 31, 71	
	193	"	Mthly.	356		408		Jan. 1, 71	Dec. 31, 71	
	206	6	"	393		424		Jan. 4, 71	Dec. 31, 71	
	212	"	"	412		440		Jan. 22, 71	Jan. 21, 72	

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

	Code	Number of Beds	Pay Period	Wage Data				Effective Dates	
				Minimum		Maximum			
				Agmt. Rate	Mthly Equiv.	Agmt. Rate	Mthly Equiv.	Minimum	Maximum
Porter-Cleaner (cont'd)	212	6	Mthly.	\$ 442	\$	\$ 472	\$	Jan. 22, 72	Jan. 21, 73
	"	"	"	472		504		Jan. 22, 73	Jan. 21, 74
	215	"	Hrly.	2.29	397	2.44	423	Apr. 1, 71	Mar. 31, 72
	219	"	Mthly.	351		387		May 1, 70	Apr. 30, 71
	"	"	"	386		425		May 1, 71	Apr. 30, 72
	241	4	"	375		405		Apr. 1, 70	Dec. 31, 70
	052	6	Wkly.	90	390	97	420	Sep. 7, 70	May 4, 71
	181	4	"	99	429	105	453	Sep. 15, 70	Sep. 14, 71
	059	5	Mthly.	392		422		Jan. 1, 71	Jun. 30, 71
	"	"	"	410		440		Jul. 1, 71	Dec. 31, 71
	"	"	"	430		460		Jan. 1, 72	Jun. 30, 72
	"	"	"	465		495		Jul. 1, 72	Dec. 31, 72
	021	2	"	367		385		Dec. 1, 70	Jul. 31, 71
	"	"	"	397		416		Aug. 1, 71	Mar. 31, 72
	001	3	"	372		412		Jan. 1, 71	Aug. 31, 71
	"	"	"	387		427		Oct. 1, 71	Mar. 31, 72
	128	4	"	375		405		Jul. 1, 70	Dec. 31, 70
	043	2	"	407		416		Dec. 15, 70	Dec. 14, 71
Seamstress	070	7	"	395		432		Nov. 1, 70	Jul. 31, 71
	"	"	"	416		454		Aug. 1, 71	Mar. 31, 72
	"	"	"	438		476		Apr. 1, 72	Dec. 31, 72
	071	5	"	318		350		Apr. 1, 70	Mar. 21, 72
	081	6	"	318		350		Apr. 1, 70	Mar. 31, 72
	100	8	"	348		402		Jun. 2, 71	Dec. 31, 71
	109	6	"	318		350		Apr. 7, 70	Apr. 5, 71
	110	8	"	338		368		Jan. 1, 71	May 31, 71
	113	7	"	320		353		Jul. 5, 70	Jul. 4, 71
	"	"	"	346		381		Jul. 5, 71	Jul. 5, 72
	121	6	Hrly.	1.83	318	2.02	350	Mar. 23, 70	Mar. 22, 71
	182	8	Mthly.	320		342		Jan. 1, 70	Dec. 31, 70
	190	5	Hrly.	1.92	334	2.09	364	Sep. 1, 70	Apr. 30, 71
	"	"	"	2.04	355	2.21	385	May 1, 71	Dec. 31, 71
	193	"	Mthly.	340		383		Jan. 1, 71	Dec. 31, 71
	206	6	"	356		383		Jan. 4, 71	Dec. 31, 71
	212	"	"	346		374		Jan. 22, 71	Jan. 21, 72
	"	"	"	372		401		Jan. 22, 72	Jan. 21, 73
	"	"	"	397		428		Jan. 22, 73	Jan. 21, 74
	215	"	Hrly.	2.09	362	2.21	383	Apr. 1, 71	Mar. 31, 72
052	"	Wkly.	81	353	88	382	Sep. 7, 70	May 4, 71	

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Seamstress (cont'd)	181	4	Wkly.	\$ 89	\$ 384	\$ 94	\$ 408	Sep. 15, 70	Sep. 14, 71	
	001	3	Mthly.	318		358		Jan. 1, 71	Aug. 31, 71	
	"	"	"	333		373		Oct. 1, 71	Mar. 31, 72	
Storeman	070	7	"	536		590		Nov. 1, 70	Jul. 31, 71	
	"	"	"	557		612		Aug. 1, 71	Mar. 31, 72	
	"	"	"	579		634		Apr. 1, 72	Dec. 31, 72	
	086	4	"	326		356		Jan. 1, 70	Feb. 28, 71	
	109	6	"	372		405		Apr. 7, 70	Apr. 5, 71	
	182	8	"	458		498		Jun. 1, 70	Dec. 31, 70	
	190	5	Hrly.	2.26	393	2.45	426	Sep. 1, 70	Apr. 30, 71	
	"	"	"	2.38	414	2.57	447	May 1, 71	Dec. 31, 71	
	193	"	Mthly.	415		489		Jan. 1, 71	Dec. 31, 71	
	206	6	"	424		478		Jan. 4, 71	Dec. 31, 71	
	212	"	"	434		500		Jan. 22, 71	Jan. 21, 72	
	"	"	"	466		537		Jan. 22, 72	Jan. 21, 73	
	"	"	"	498		573		Jan. 22, 73	Jan. 21, 74	
	219	"	"	387		428		May 1, 70	Apr. 30, 71	
	"	"	"	426		470		May 1, 71	Apr. 30, 72	
	052	6	Wkly.	98	426	108	469	Sep. 7, 70	May 4, 71	
	181	4	"	97	420	103	444	Sep. 15, 70	Sep. 14, 71	
	128	"	Mthly.	420		450		Jul. 1, 70	Dec. 31, 70	
	Washman	073	3	"	400		455		Dec. 30, 70	Sep. 7, 71
		"	"	"	410		465		Sep. 8, 71	Dec. 31, 71
081		6	"	420		450		Apr. 1, 70	Mar. 31, 71	
086		4	"	343		373		Jan. 1, 70	Feb. 28, 71	
100		8	"	438		510		Jan. 2, 71	Dec. 31, 71	
109		6	"	425		455		Apr. 7, 70	Apr. 5, 71	
110		8	"	456		486		Jan. 1, 71	May 31, 71	
113		7	"	320		353		Jul. 5, 70	Jul. 4, 71	
"		"	"	346		381		Jul. 5, 71	Jul. 5, 72	
182		8	"	420		450		Jan. 1, 70	Dec. 31, 70	
206		6	"	424		459		Jan. 4, 71	Dec. 31, 71	
001		3	"	379		419		Jan. 1, 71	Aug. 31, 71	
"		"	"	394		434		Oct. 1, 71	Mar. 31, 72	
<u>Maintenance and Engineering</u>										
Carpenter		002	2	Mthly.	445		475		Jan. 1, 70	Mar. 31, 71
	071	5	"	510		540		Apr. 1, 70	Mar. 21, 71	

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Carpenter (cont'd)	081	6	Mthly.	\$ 510	\$	\$ 540	\$	Apr. 1, 70	Mar. 31, 71
	100	8	"	494		566		Jan. 2, 71	Dec. 31, 71
	109	6	"	510		540		Apr. 7, 70	Apr. 5, 71
	110	8	"	530		560		Jan. 1, 71	May 31, 71
	113	7	"	550		575		Jul. 5, 70	Jul. 4, 71
	"	"	"	594		621		Jul. 5, 71	Jul. 5, 72
	121	6	Hrly.	2.94	510	3.12	540	Mar. 23, 70	Mar. 22, 71
	153	7	"	"	"	3.64	631	Nov. 24, 70	Jul. 23, 71
	"	"	"	"	"	3.84	666	Jul. 24, 71	Feb. 23, 72
	"	"	"	"	"	4.04	701	Feb. 23, 72	Nov. 24, 72
	182	8	Mthly.	525		565		Jan. 1, 70	Dec. 31, 70
	193	5	"	494		593		Jan. 1, 71	Dec. 31, 71
	206	6	"	545		617		Jan. 4, 71	Dec. 31, 71
	212	"	"	550		616		Jan. 22, 71	Jan. 21, 72
	"	"	"	590		661		Jan. 22, 72	Jan. 21, 73
	"	"	"	630		706		Jan. 22, 73	Jan. 21, 74
	215	"	Hrly.	3.35	581	3.61	626	Apr. 1, 71	Mar. 31, 72
	219	"	Mthly.	448		520		May 1, 70	Apr. 30, 71
	"	"	"	493		572		May 1, 71	Apr. 30, 72
	241	4	"	560		600		Apr. 1, 70	Dec. 31, 70
	263	5	"	"		600		Apr. 1, 71	Mar. 31, 72
	052	6	Wkly.	115	499	123	535	Sep. 7, 70	May 4, 71
	181	4	"	154	667	162	703	Sep. 15, 70	Dec. 14, 71
Electrician	071	5	Mthly.	565		595		Apr. 1, 70	Mar. 21, 71
	081	6	"	565		595		Apr. 1, 70	Mar. 31, 71
	100	8	"	612		708		Jan. 2, 71	Dec. 31, 71
	109	6	"	565		595		Apr. 7, 70	Apr. 5, 71
	110	8	"	594		624		Jan. 1, 71	May 31, 71
	113	7	"	642		676		Jul. 5, 70	Jul. 4, 71
	"	"	"	693		730		Jul. 5, 71	Jul. 5, 72
	121	6	Hrly.	3.26	565	3.43	595	Mar. 23, 70	Mar. 22, 71
	153	7	"	"	"	3.72	645	Nov. 24, 70	Jul. 23, 71
	"	"	"	"	"	3.93	681	Jul. 24, 71	Feb. 23, 72
	"	"	"	"	"	4.14	718	Feb. 24, 72	Nov. 24, 72
	182	8	Mthly.	555		595		Jan. 1, 70	Dec. 31, 70
	193	5	"	494		593		Jan. 1, 71	Dec. 31, 71
	206	6	"	592		671		Jan. 4, 71	Dec. 31, 71
	212	"	"	594		654		Jan. 22, 71	Jan. 21, 72
	"	"	"	637		702		Jan. 22, 72	Jan. 21, 73
	"	"	"	680		750		Jan. 23, 73	Jan. 21, 74
	219	6	"	574		667		May 1, 70	Apr. 30, 71
	"	"	"	602		700		May 1, 71	Apr. 30, 72
	241	4	"	560		600		Apr. 1, 70	Dec. 31, 70
	263	5	"	"		550		Apr. 1, 71	Mar. 21, 72

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.		
Electrician (cont'd)	052	6	Wkly.	\$ 125	\$ 540	\$ 143	\$ 622	Sep. 7, 70	May 4, 71
	181	4	"			159	691	Sep. 15, 70	Sep. 14, 71
	059	5	Mthly.	567		597		Jan. 1, 71	Jun. 30, 71
	"	"	"	603		633		Jul. 1, 71	Dec. 31, 71
	"	"	"	630		660		Jan. 1, 72	Jun. 30, 72
	"	"	"	655		685		Jul. 1, 72	Dec. 31, 72
Groundsman	002	2	"	372		405		Jan. 1, 70	Mar. 31, 71
	051	4	Hrly.			2.68	465	Oct. 21, 69	Oct. 20, 70
	081	6	Mthly.	372		405		Apr. 1, 70	Mar. 31, 71
	086	4	"	343		373		Jan. 1, 70	Feb. 28, 71
	113	7	"	448		465		Jul. 5, 70	Jul. 4, 71
	"	"	"	484		502		Jul. 5, 71	Jul. 4, 72
	121	6	Hrly.	2.23	387	2.42	420	Mar. 23, 70	Mar. 22, 71
	182	8	Mthly.	365		405		Jan. 1, 70	Dec. 31, 70
	193	5	"	356		408		Jan. 1, 71	Dec. 31, 71
	263	"	"			440		Apr. 1, 71	Mar. 31, 72
	052	6	Wkly.	97	423	106	460	Sep. 7, 70	May 4, 71
	021	2	Mthly.	367		403		Dec. 1, 70	Jul. 31, 71
	"	"	"	397		435		Aug. 1, 71	Mar. 31, 72
	001	3	"	372		412		Jan. 1, 71	Aug. 31, 71
	"	"	"	387		427		Oct. 1, 71	Mar. 31, 72
Handyman	109	6	"	387		420		Apr. 7, 70	Apr. 5, 71
	110	8	"	460		490		Jan. 1, 71	May 31, 71
	181	4	Wkly.	109	474	115	498	Sep. 15, 70	Sep. 14, 71
	059	5	Mthly.	439		469		Jan. 1, 71	Jun. 30, 71
	"	"	"	460		490		Jul. 1, 71	Dec. 31, 71
	"	"	"	480		510		Jan. 1, 72	Jun. 30, 72
	"	"	"	500		530		Jul. 1, 72	Dec. 31, 72
	128	4	Mthly.	401		431		Jul. 1, 70	Dec. 31, 70
Labourer	110	8	"	417		447		Jan. 1, 71	May 31, 71
	153	7	Hrly.			3.05	529	Nov. 24, 70	Jul. 23, 71
	"	"	"			3.24	562	Jul. 24, 71	Feb. 23, 72
	"	"	"			3.43	595	Feb. 24, 72	Nov. 24, 72
	206	6	Mthly.	393		424		Jan. 4, 71	Dec. 31, 71

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Maintenance Man	073	3	Mthly.	\$ 439	\$	\$ 520	\$	Dec. 30, 70	Sep. 7, 71	
	"	"	"	449		530		Sep. 8, 71	Dec. 31, 71	
	086	4	"	360		390		Jan. 1, 70	Feb. 28, 71	
	110	8	"	483		513		Jan. 1, 71	May 31, 71	
	120	6	Hrly.			3.32	576	Jan. 1, 71	Dec. 31, 71	
	"	"	"			3.46	600	Jan. 1, 72	Dec. 31, 72	
	182	8	Mthly.	485		525		Jan. 1, 70	Dec. 31, 70	
	219	6	"	448		520		May 1, 70	Apr. 30, 71	
	"	"	"	493		572		May 1, 71	Apr. 30, 72	
	241	4	"	486		520		Apr. 1, 70	Dec. 31, 71	
	263	5	"			475		Apr. 1, 71	Mar. 31, 72	
	052	6	Wkly.	99	427	107	466	Sep. 7, 70	May 4, 71	
	181	4	"	138	596	144	626	Sep. 15, 70	Sep. 14, 71	
	021	2	Mthly.	484		502		Dec. 1, 70	Jul. 31, 71	
	"	"	"	523		542		Aug. 1, 71	Mar. 31, 72	
	001	3	"	456		496		Jan. 1, 71	Aug. 31, 71	
	"	"	"	471		511		Oct. 1, 71	Mar. 31, 72	
	043	2	"	559		576		Dec. 15, 70	Dec. 14, 71	
	Maintenance Man I	002	2	"	445		475		Jan. 1, 70	Mar. 31, 71
		215	6	Hrly.	2.87	497	3.09	536	Apr. 1, 71	Mar. 31, 72
Maintenance Man II	002	2	Mthly.	372		405		Jan. 1, 70	Mar. 31, 71	
Painter	002	2	"	445		475		Jan. 1, 70	Mar. 31, 71	
	051	4	Hrly.			2.80	485	Oct. 21, 69	Oct. 20, 70	
	071	5	Mthly.	473		503		Apr. 1, 70	Mar. 21, 71	
	081	6	"	473		503		Apr. 1, 70	Mar. 31, 71	
	100	8	"	414		486		Jan. 2, 71	Dec. 31, 72	
	109	6	"	473		503		Apr. 7, 70	Apr. 5, 71	
	110	8	"	479		509		Jan. 1, 71	May 31, 71	
	113	7	"	509		533		Jul. 5, 70	Jul. 4, 71	
	"	"	"	550		576		Jul. 5, 71	Jul. 5, 72	
	121	6	Hrly.	2.73	473	2.90	503	Mar. 23, 70	Mar. 22, 71	
	153	7	"			3.51	608	Nov. 24, 70	Jul. 23, 71	
	"	"	"			3.71	643	Jul. 24, 71	Feb. 23, 72	
	"	"	"			3.91	678	Feb. 24, 72	Nov. 24, 72	
	182	8	Mthly.	485		525		Jan. 1, 71	May 31, 71	
	193	5	"	449		539		Jan. 1, 71	Dec. 31, 71	
	206	6	"	523		598		Jan. 4, 71	Dec. 31, 71	
	212	"	"	506		561		Jan. 22, 71	Jan. 21, 72	

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation.	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Stationary Engineer 2	160	8	Hrly.	\$	\$	\$ 4.33	\$ 750	Jan. 1, 71	Dec. 31, 71
	"	"	"			4.62	800	Jan. 1, 72	Dec. 31, 72
	222	6	Mthly.			685		Jan. 1, 70	Dec. 31, 70
	053	"	"			724		Mar. 1, 71	Oct. 31, 71
Stationary Engineer 3	029	3	"			660		Jul. 1, 70	Jun. 30, 71
	051	4	Hrly.			3.49	605	Oct. 21, 69	Oct. 20, 70
	066	5	"			3.60	655	Aug. 1, 70	Jan. 31, 71
	069	7	"			3.61	626	Apr. 8, 70	Apr. 7, 71
	102	6	Mthly.			675		Jan. 1, 71	Dec. 31, 71
	"	"	"			720		Jan. 1, 72	Dec. 31, 72
	111	8	"			622		Apr. 1, 70	Feb. 15, 71
	112	6	"			616		Jan. 1, 70	Dec. 31, 70
	114	7	Hrly.			3.52	610	Sep. 29, 69	Sep. 30, 70
	120	6	"			3.90	676	Jan. 1, 71	Dec. 31, 71
	"	"	"			4.15	719	Jan. 1, 72	Dec. 31, 72
	137	"	Mthly.			675		Jan. 1, 71	Dec. 31, 71
	"	"	"			700		Jan. 1, 72	Dec. 31, 72
	157	"	Hrly.			3.89	675	Jan. 1, 71	Dec. 31, 71
	"	"	"			4.15	720	Jan. 1, 72	Dec. 31, 72
	160	8	"			3.89	675	Jan. 1, 71	Dec. 31, 71
	"	"	"			4.15	720	Jan. 1, 72	Dec. 31, 72
	178	6	Mthly.			675		Dec. 29, 70	Dec. 27, 71
	"	"	"			720		Dec. 28, 71	Jan. 1, 73
	236	5	"			650		Mar. 1, 70	Feb. 28, 71
	104	5	"			605		Nov. 25, 69	Nov. 24, 70
	053	6	"			665		Mar. 1, 71	Oct. 31, 71
	167	4	Hrly.			3.75	650	Sep. 1, 70	Feb. 28, 71
	057	5	Mthly.			600		Nov. 17, 69	Nov. 16, 70
	060	"	"			650		Jan. 1, 71	Aug. 31, 71
	166	3	"			622		Dec. 22, 69	Dec. 21, 70
	128	4	"	556		586		Jul. 1, 70	Dec. 31, 70
Stationary Engineer 4	002	3	"			537		Jan. 1, 70	Mar. 31, 71
	"	"	"			614		Jul. 1, 70	Jun. 30, 71
	029	5	"			575		Apr. 1, 71	Mar. 31, 72
	"	"	"			615		Apr. 1, 72	Mar. 31, 73
	069	7	Hrly.			3.38	586	Apr. 8, 70	Apr. 7, 71

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Stationary Engineer 4 (cont'd)	078	3	Hrly.	\$ 503	\$	\$ 3.24	\$ 590	Jan. 1, 71	Dec. 31, 71	
	086	4	Mthly.			533		Jan. 1, 70	Feb. 28, 71	
	111	8	"			547		Apr. 1, 70	Feb. 15, 71	
	112	6	"			542		Jan. 1, 70	Dec. 31, 70	
	114	7	Hrly.	3.06	530	Sep. 29, 69	Sep. 30, 70			
	137	6	Mthly.	575		Jan. 1, 71	Dec. 31, 71			
	"	"	"	600		Jan. 1, 72	Dec. 31, 72			
	160	8	Hrly.	3.32		575	Jan. 1, 71	Dec. 31, 71		
	"	"	"	3.55	615	Jan. 1, 72	Dec. 31, 72			
	238	5	Mthly.	575	Apr. 1, 71	Dec. 31, 71				
	104	"	"	555	Nov. 25, 69	Nov. 24, 70				
	167	4	Hrly.	3.38	586	Sep. 1, 70	Feb. 28, 71			
	060	5	Mthly.	590	615	Jan. 1, 71	Aug. 31, 71			
	"	"	"	615		Sep. 1, 71	Apr. 30, 72			
	Stationary Engineer's Helper	014	8	Wkly.	429		112	485	Jan. 1, 71	Dec. 31, 71
		"	"	"			119	515	Jan. 1, 72	Dec. 31, 72
		069	7	Hrly.			3.25	564	Apr. 8, 70	Apr. 7, 71
111		8	Mthly.	471			Jan. 1, 71	Dec. 31, 71		
120		6	Hrly.	2.88			534	Jan. 1, 72	Dec. 31, 72	
"		"	"	3.08			534	Jan. 1, 70	Jun. 30, 70	
152		"	Mthly.	476			485	Jan. 1, 71	Dec. 31, 71	
160		8	Hrly.	2.80			485	Jan. 1, 71	Dec. 31, 71	
"		"	"	2.97			515	Jan. 1, 72	Dec. 31, 72	
104		5	Mthly.	445			Nov. 25, 69	Nov. 24, 70		
<u>Nursing</u>										
Ambulance Driver-Attendant	059	5	Mthly.	464		494		Jan. 1, 71	Jun. 30, 71	
	"	"	"	488		518		Jul. 1, 71	Dec. 31, 71	
	"	"	"	510		540		Jan. 1, 72	Jun. 30, 72	
	"	"	"	535		565		Jul. 1, 72	Dec. 31, 72	
Assistant Head Nurse	201	5	"	612	587	719	702	Jan. 1, 71	Dec. 31, 71	
	240	4	"	613		731		Jan. 1, 71	Dec. 31, 71	
	155	6	Biwkly.	270		323		Jan. 1, 71	Sep. 1, 71	
	044	5	Mthly.	615		730		Apr. 11, 71	Apr. 10, 72	
	"	"	"	650		765		Apr. 11, 72	Apr. 10, 73	

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Assistant Head Nurse (cont'd)	257	3	Mthly.	\$ 587	\$	\$ 707	\$	Jan. 1, 71	Jun. 30, 71
	"	"	"	603		723		Jul. 1, 71	Dec. 31, 71
Graduate Nurse	070	7	"	491		604		Nov. 1, 70	Jul. 31, 71
	"	"	"	512		625		Aug. 1, 71	Mar. 31, 72
	"	"	"	534		647		Apr. 1, 72	Dec. 31, 72
	201	5	"	537		644		Jan. 1, 71	Dec. 31, 71
	240	4	"	540		640		Jan. 1, 71	Dec. 31, 71
	155	6	Biwkly.	234	508			Jan. 1, 71	Sep. 1, 71
	265	4	Mthly.	518		618		Jan. 26, 71	Jul. 4, 71
	"	"	"	520		620		Jul. 5, 71	Jan. 25, 72
	044	5	"	530		645		Apr. 11, 71	Apr. 10, 72
	"	"	"	565		680		Apr. 11, 72	Apr. 10, 73
	257	3	"	503		608		Jan. 1, 71	Jun. 30, 71
	"	"	"	519		624		Jul. 1, 71	Dec. 31, 71
Head Nurse	265	4	"	608		718		Jan. 26, 71	Jul. 4, 71
	"	"	"	610		720		Jul. 5, 71	Jan. 25, 72
	257	3	"	638		763		Jan. 1, 71	Jun. 30, 71
	"	"	"	654		779		Jul. 1, 71	Dec. 31, 71
Nurse's Aide	002	2	"	311		350		Jan. 1, 70	Mar. 31, 71
	190	5	Hrly.	1.84	320	2.01	350	Sep. 1, 70	Apr. 30, 71
	"	"	"	1.96	341	3.41	371	May 1, 71	Dec. 31, 71
	215	6	"	2.11	366	2.37	411	Apr. 1, 71	Mar. 31, 72
	241	4	Mthly.		340			Apr. 1, 70	Dec. 31, 70
	052	6	Wkly.	78	340	85	369	Sep. 7, 70	May 4, 71
	181	4	"	90	390	98	427	Sep. 15, 70	Sep. 14, 71
	021	2	Mthly.	327		350		Dec. 1, 70	Jul. 31, 71
	"	"	"	353		378		Aug. 1, 71	Mar. 31, 72
	128	4	"	312		342		Jul. 1, 70	Dec. 31, 70
	043	2	"	377		386		Dec. 15, 70	Dec. 14, 71

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Registered Nurse	070	7	Mthly.	\$ 530	\$	\$ 643	\$	Nov. 1, 70	Jul. 31, 71
	"	"	"	552		665		Aug. 1, 71	Mar. 31, 72
	"	"	"	574		687		Apr. 1, 72	Dec. 31, 72
	201	5	"	575		682		Jan. 1, 71	Dec. 31, 71
	240	4	"	575		690		Jan. 1, 71	Dec. 31, 71
	155	6	Biwly.	254	551	302	656	Jan. 1, 71	Sep. 1, 71
	265	4	Mthly.	563		672		Jan. 26, 71	Jul. 4, 71
	"	"	"	565		675		Jul. 5, 71	Jan. 25, 72
	044	5	"	575		690		Apr. 11, 71	Apr. 10, 72
	"	"	"	610		725		Apr. 11, 72	Apr. 10, 73
	257	3	"	551		661		Jan. 1, 71	Jun. 30, 71
	"	"	"	567		677		Jul. 1, 71	Dec. 31, 71
Registered Nursing Assistant	070	7	"	421		491		Nov. 1, 70	Jul. 31, 71
	"	"	"	442		512		Aug. 1, 71	Mar. 31, 72
	"	"	"	464		534		Apr. 1, 72	Dec. 31, 72
	081	6	"	376		424		Apr. 1, 70	Mar. 31, 71
	113	7	"	380		437		Jul. 5, 70	Jul. 4, 71
	"	"	"	410		472		Jul. 5, 71	Jul. 5, 72
	"	8	"	376		421		Jan. 1, 70	Dec. 31, 70
	182	5	Hrly.	2.29	398	2.54	442	Sep. 1, 70	Apr. 30, 71
	190	"	"	2.41	419	2.66	463	May 1, 71	Dec. 31, 71
	193	"	Mthly.	413		461		Jan. 1, 71	Dec. 31, 71
	206	6	"	414		459		Jan. 4, 71	Dec. 31, 71
	212	"	"	414		466		Jan. 22, 71	Jan. 21, 72
	215	"	Hrly.	2.37	411	2.65	459	Apr. 1, 71	Mar. 31, 72
	219	"	Mthly.	373		424		May 1, 70	Apr. 30, 71
	"	"	"	400		466		May 1, 71	Apr. 30, 72
	241	4	"	375		423		Apr. 1, 70	Dec. 31, 70
	052	6	Wkly.	95	412	103	449	Sep. 7, 70	May 4, 71
	181	4	"	101	439	109	474	Sep. 15, 70	Sep. 14, 71
	059	5	Mthly.	403		433		Jan. 1, 71	Jun. 30, 71
	"	"	"	435		465		Jul. 1, 71	Dec. 31, 71
	"	"	"	460		490		Jan. 1, 72	Jun. 30, 72
	"	"	"	480		510		Jul. 1, 72	Dec. 31, 72
	021	2	"	385		408		Dec. 1, 70	Jul. 31, 71
	"	"	"	416		441		Aug. 1, 71	Mar. 31, 72
	001	3	"	400		440		Jan. 1, 71	Aug. 31, 71
	"	"	"	415		455		Oct. 1, 71	Mar. 31, 72

Table 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd)	128	4	Mthly.	\$ 376	\$	\$ 424	\$	Jan. 5, 70	Dec. 31, 70
	043	2	"	416		451		Dec. 15, 70	Dec. 14, 71
<u>Nursing Education</u>									
Teacher	240	4	"	661		779		Jan. 1, 71	Dec. 31, 71
	155	6	Biwkly.	292	634	347	754	Jan. 1, 71	Sep. 1, 71
	044	5	Mthly.	670		785		Apr. 11, 71	Apr. 10, 72
	"	"	"	705		820		Apr. 11, 72	Apr. 10, 73
Teaching Assistant	155	6	Biwkly.	254	551	302	656	Jan. 1, 71	Sep. 1, 71

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	032	8	Wkly.	\$ 94	\$ 408	\$ 99	\$ 429	May 1, 71	Apr. 30, 72
Clerk II	032	"	"	101	439	106	460	May 1, 71	Apr. 30, 72
Clerk III	032	"	"	106	458	110	478	May 1, 71	Apr. 30, 72
Clerk IV	032	"	"	109	473	114	494	May 1, 71	Apr. 30, 72
Clerk VI	032	"	"	113	491	123	533	May 1, 71	Apr. 30, 72
Clerk VII	032	"	"	124	538	134	515	May 1, 71	Apr. 30, 72
Clerk Typist II	032	"	"	94	408	99	429	May 1, 71	Apr. 30, 72
Clerk Typist III	032	"	"	101	439	106	460	May 1, 71	Apr. 30, 72
Clerk Typist IV	032	"	"	106	458	110	478	May 1, 71	Apr. 30, 72
Stenographer I	032	"	"	94	408	99	429	May 1, 71	Apr. 30, 72
Stenographer II	032	"	"	101	439	106	460	May 1, 71	Apr. 30, 72
Stenographer III	032	"	"	106	458	110	478	May 1, 71	Apr. 30, 72
Switchboard or Telephone Operator	032	"	"	107	463	112	484	May 1, 71	Apr. 30, 72
<u>Dietary</u>									
Cook	032	8	Wkly.	117	507	122	528	May 1, 71	Apr. 30, 72
	090	7	"	116	501	120	522	May 17, 71	Jul. 14, 71
	"	"	"	121	523	125	543	Jul. 15, 71	Jul. 14, 72
	101	3	"	107	464	118	511	Oct. 14, 70	Dec. 31, 71
	149	5	"	107	464	112	485	Jan. 5, 70	Jan. 4, 71
	036	5	Mthly.	413		446		Sep. 7, 70	Jun. 27, 71
	"	"	"	454		491		Jun. 28, 71	Dec. 31, 71

Description	Code	Number of Beds	Wage Data						Effective Date
			Pay Period	Minimum		Maximum		From	To
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.		
Cook (cont'd)	088	3	Mthly.	\$ 430	\$	\$ 460	\$	Jul. 1, 70	Dec. 31, 70
	143	5	"	430		460		Jul. 1, 70	Dec. 31, 70
	117	5	Mthly.	422		447		Jan. 1, 71	Jun. 30, 71
	"	"	"	442		467		Jul. 1, 71	Dec. 31, 71
	"	"	"	459		484		Jan. 1, 72	Jun. 30, 72
	"	"	"	481		506		Jul. 1, 72	Dec. 31, 72
	200	2	"	335		355		Jun. 1, 70	Dec. 31, 70
Dishwasher	032	8	Wkly.	107	463	112	484	May 1, 71	Apr. 30, 72
	090	7	"	102	441	107	462	May 17, 71	Jul. 14, 71
	"	"	"	107	463	112	484	Jul. 15, 71	Jul. 14, 72
	149	5	"	90	390	95	412	Jan. 5, 70	Jan. 4, 71
	036	5	Mthly.	389		411		Sep. 7, 70	Jun. 27, 71
	"	"	"	428		452		Jun. 28, 71	Dec. 31, 71
	085	6	"	397		422		May 25, 71	Aug. 31, 71
	"	"	"	417		442		Sep. 1, 71	Feb. 29, 72
	"	"	"	440		465		Mar. 1, 72	Aug. 31, 72
	"	"	"	466		491		Sep. 1, 72	Dec. 31, 72
	028	5	Mthly.	318		343		May 24, 71	Aug. 31, 71
	"	"	"	338		363		Sep. 1, 71	Feb. 29, 72
	"	"	"	355		380		Mar. 1, 72	Aug. 31, 72
	"	"	"	377		402		Sep. 1, 72	Dec. 31, 72
	117	5	Mthly.	397		422		Jan. 1, 71	Jun. 30, 71
	"	"	"	417		442		Jul. 1, 71	Dec. 31, 71
	"	"	"	440		465		Jan. 1, 72	Jun. 30, 72
	"	"	"	466		491		Jul. 1, 72	Dec. 31, 72
Kitchen Helper (Female)	032	8	Wkly.	89	387	94	408	May 1, 71	Apr. 30, 71
	090	7	"	84	366	89	387	May 17, 71	Jul. 14, 71
	"	7	"	89	387	94	408	Jul. 15, 71	Jul. 14, 72
	101	3	"	89	385	99	429	Oct. 14, 70	Dec. 31, 70
	149	5	"	78	338	83	360	Jan. 5, 70	Jan. 4, 71
	036	5	Mthly.	308		330		Sep. 7, 70	Jun. 27, 71
	"	"	"	339		363		Jun. 28, 71	Dec. 31, 71
	085	6	"	318		343		May 25, 71	Aug. 31, 71
	"	"	"	338		363		Sep. 1, 71	Feb. 29, 72
	"	"	"	355		380		Mar. 1, 72	Aug. 31, 72
	"	"	"	377		402		Sep. 1, 72	Dec. 31, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female)(cont'd)	028	5	Mthly.	\$ 318	\$	\$ 343	\$	May 24, 71	Aug. 31, 71
	"	"	"	338		363		Sep. 1, 71	Feb. 29, 72
	"	"	"	355		380		Mar. 1, 72	Aug. 31, 72
	"	"	"	377		402		Sep. 1, 72	Dec. 31, 72
	088	3	"	292		322		Jul. 1, 70	Dec. 31, 70
	143	5	"	292		322		Jul. 1, 70	Dec. 31, 70
	117	5	Mthly.	313		338		Jan. 1, 71	Jun. 30, 71
	"	"	"	333		358		Jul. 1, 71	Dec. 31, 71
	"	"	"	350		375		Jan. 1, 72	Jun. 30, 72
	"	"	"	372		397		Jul. 1, 72	Dec. 31, 72
<u>Housekeeping</u>									
Laundry Helper (Female)	032	8	Wkly.	89	387	94	408	May 1, 71	Apr. 30, 72
	090	7	"	84	366	89	387	May 17, 71	Jul. 14, 71
	"	"	"	89	387	94	408	Jul. 15, 71	Jul. 14, 72
	101	3	"	87	377	97	420	Oct. 14, 70	Dec. 31, 71
	149	5	"	73	316	78	338	Jan. 5, 70	Jan. 4, 71
	036	5	Mthly.	308		330		Sep. 7, 70	Jun. 27, 71
	"	"	"	339		363		Jun. 28, 71	Dec. 31, 71
	"	"	"	313		338		May 25, 71	Aug. 31, 71
	085	6	"	333		358		Sep. 1, 71	Feb. 29, 72
	"	"	"	350		375		Mar. 1, 72	Aug. 31, 72
	"	"	"	372		397		Sep. 1, 72	Dec. 31, 72
	028	5	Mthly.	313		338		May 24, 71	Aug. 31, 71
	"	"	"	333		358		Sep. 1, 71	Feb. 29, 72
	"	"	"	350		375		Mar. 1, 72	Aug. 1, 72
	"	"	"	372		397		Sep. 1, 72	Dec. 31, 72
	088	3	Mthly.	292		322		Jul. 1, 70	Dec. 31, 70
	143	5	"	292		322		Jul. 1, 70	Dec. 31, 70
	117	5	Mthly.	313		338		Jan. 1, 71	Jun. 30, 71
	"	"	"	333		358		Jul. 1, 71	Dec. 31, 71
	"	"	"	350		375		Jan. 1, 72	Jun. 30, 72
	"	"	"	372		397		Jul. 1, 72	Dec. 31, 72
Maid	032	8	Wkly.	89	387	94	408	May 1, 71	Apr. 30, 72
	090	7	"	84	366	89	387	May 17, 71	Jul. 14, 71
	"	"	"	89	387	94	408	Jul. 15, 71	Jul. 14, 72
	101	3	"	84	364	95	411	Oct. 14, 70	Dec. 31, 71
	149	5	"	73	316	78	338	Jan. 5, 70	Jan. 4, 71

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Maid (cont'd)	036	5	Mthly.	308		330		Sep. 7, 71	Jun. 27, 71	
	"	"	"	339		363		Jun. 28, 71	Dec. 31, 71	
	085	6	"	313		338		May 25, 71	Aug. 31, 71	
	"	"	"	333		358		Sep. 1, 71	Feb. 29, 72	
	"	"	"	350		375		Mar. 1, 72	Aug. 31, 72	
	"	"	"	372		397		Sep. 1, 72	Dec. 31, 72	
	028	5	"	313		338		May 24, 71	Aug. 31, 71	
	"	"	"	333		358		Sep. 1, 71	Feb. 29, 72	
	"	"	"	350		375		Mar. 1, 72	Aug. 31, 72	
	"	"	"	372		397		Sep. 1, 72	Dec. 31, 72	
	088	3	Mthly.	292		322		Jul. 1, 70	Dec. 31, 70	
	143	5	"	292		322		Jul. 1, 70	Dec. 31, 70	
	117	5	"	313		338		Jan. 1, 71	Jun. 30, 71	
	"	"	"	333		358		Jul. 1, 71	Dec. 31, 71	
	"	"	"	350		375		Jan. 1, 72	Jun. 30, 72	
	"	"	"	372		397		Jul. 1, 72	Dec. 31, 72	
	200	2	Mthly.	275		295		Jun. 1, 70	Dec. 31, 70	
	Orderly - Trained	032	8	Wkly.	113	491	118	512	May 1, 71	Apr. 30, 72
		090	7	"	108	470	113	491	May 17, 71	Jul. 14, 71
		"	"	"	113	491	118	512	Jul. 15, 71	Jul. 14, 72
101		3	"	102	442	113	489	Oct. 14, 70	Dec. 31, 71	
149		5	"	96	416	101	438	Jan. 5, 70	Jan. 4, 71	
036		5	Mthly.	452		485		Sep. 7, 70	Jun. 27, 71	
"		"	"	497		534		Jun. 28, 71	Dec. 31, 71	
085		6	"	455		480		May 25, 71	Aug. 31, 71	
"		"	"	480		505		Sep. 1, 71	Feb. 29, 72	
"		"	"	500		525		Mar. 1, 72	Aug. 31, 72	
"		"	"	525		550		Sep. 1, 72	Dec. 31, 72	
028		5	"	455		480		May 24, 71	Aug. 31, 71	
"		"	"	480		505		Sep. 1, 71	Feb. 29, 72	
"		"	"	500		525		Mar. 1, 72	Aug. 31, 72	
"		"	"	525		550		Sep. 1, 72	Dec. 31, 72	
088		3	Mthly.	420		450		Jul. 1, 70	Dec. 31, 70	
143		5	"	420		450		Jul. 1, 70	Dec. 31, 70	
117		5	Mthly.	455		480		Jan. 1, 71	Jun. 30, 71	
"		"	"	480		505		Jul. 1, 71	Dec. 31, 71	
"		"	"	500		525		Jan. 1, 72	Jun. 30, 72	
"	"	"	525		550		Jul. 1, 72	Dec. 31, 72		

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Orderly - Trained (cont'd)	200	2	Mthly.	385		405		Jun. 1, 70	Dec. 31, 70	
Porter-Cleaner	032	8	Wkly.	105	455	110	476	May 1, 71	Apr. 30, 72	
	090	7	"	100	433	105	454	May 17, 71	Jul. 14, 71	
	"	"	"	105	455	110	476	Jul. 15, 71	Jul. 14, 72	
	101	3	"	98	424	109	472	Oct. 14, 71	Dec. 31, 71	
	149	5	"	90	390	95	412	Jan. 5, 70	Jan. 4, 71	
	036	5	Mthly.	389		411		Sep. 7, 71	Jun. 27, 71	
	"	"	"	428		452		Jun. 28, 71	Dec. 31, 71	
	085	6	"	397		422		May 25, 71	Aug. 31, 71	
	"	"	"	417		442		Sep. 1, 71	Feb. 29, 72	
	"	"	"	440		465		Mar. 1, 72	Aug. 31, 72	
	"	"	"	466		491		Sep. 1, 72	Dec. 31, 72	
	028	5	"	397		422		May 24, 71	Aug. 31, 71	
	"	"	"	417		442		Sep. 1, 71	Feb. 29, 72	
	"	"	"	440		465		Mar. 1, 72	Aug. 31, 72	
	"	"	"	466		491		Sep. 1, 72	Dec. 31, 72	
	088	3	"	375		405		Jul. 1, 70	Dec. 31, 70	
	143	5	"	375		405		Jul. 1, 70	Dec. 31, 70	
	117	5	"	414		439		Jan. 1, 71	Jun. 30, 71	
	"	"	"	434		459		Jul. 1, 71	Dec. 31, 71	
	"	"	"	457		482		Jan. 1, 72	Jun. 30, 72	
	"	"	"	483		508		Jul. 1, 72	Dec. 31, 72	
	Seamstress	200	2	"	350		370		Jun. 1, 70	Dec. 31, 70
		032	8	Wkly.	97	419	101	439	May 1, 70	Apr. 30, 72
090		7	"	92	397	96	418	May 17, 71	Jul. 14, 71	
"		"	"	97	419	101	439	Jul. 15, 71	Jul. 14, 72	
101		3	"	91	394	102	442	Oct. 14, 70	Dec. 31, 71	
149		5	"	81	351	86	373	Jan. 5, 70	Jan. 4, 71	
036		5	Mthly.	336		358		Sep. 7, 70	Jun. 27, 71	
"		"	"	370		394		Jun. 28, 71	Dec. 31, 71	
"		"	"	370		394		May 25, 71	Aug. 31, 71	
085		6	"	339		364		Sep. 1, 71	Feb. 29, 72	
"		"	"	361		386		Sep. 1, 71	Feb. 29, 72	
"		"	"	380		405		Mar. 1, 72	Aug. 31, 72	
"		"	"	404		429		Sep. 1, 72	Dec. 31, 72	
028		5	"	339		364		May 24, 71	Aug. 31, 71	
"		"	"	357		382		Sep. 1, 71	Feb. 29, 72	
"		"	"	380		405		Mar. 1, 72	Aug. 31, 72	
"		"	"	394		419		Sep. 1, 72	Dec. 31, 72	

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Seamstress (cont'd)	088	3	Mthly.	\$ 297	\$	\$ 327	\$	Jul. 1, 70	Dec. 31, 70	
	143	5	"	297		327		Jul. 1, 70	Dec. 31, 70	
	117	5	"	345		370		Jan. 1, 71	Jun. 30, 71	
	"	"	"	365		390		Jul. 1, 71	Dec. 31, 71	
	"	"	"	382		407		Jan. 1, 72	Jun. 30, 72	
	"	"	"	404		429		Jul. 1, 72	Dec. 31, 72	
Storeman	032	8	Wkly.	107	463	112	484	May 1, 71	Apr. 30, 72	
	090	7	"	105	457	110	477	May 17, 71	Jul. 14, 71	
	"	"	"	110	478	115	499	Jul. 15, 71	Jul. 14, 72	
	101	3	"	107	463	116	502	Oct. 14, 70	Dec. 31, 70	
	149	5	"	97	420	103	446	Jan. 5, 70	Jan. 4, 71	
	036	5	Mthly.	534		567		Sep. 7, 70	Jun. 27, 71	
	"	"	"	587		624		Jun. 28, 71	Dec. 31, 71	
	028	5	"	422		447		May 24, 71	Aug. 31, 71	
	"	"	"	442		467		Sep. 1, 71	Feb. 29, 72	
	"	"	"	465		490		Mar. 1, 72	Aug. 31, 72	
	"	"	"	491		516		Sep. 1, 72	Dec. 31, 72	
	088	3	"	420		450		Jul. 1, 70	Dec. 31, 70	
	143	5	"	420		450		Jul. 1, 70	Dec. 31, 70	
	Washman	032	8	Wkly.	117	507	122	528	May 1, 71	Apr. 30, 72
090		7	"	112	485	117	506	May 17, 71	Jul. 14, 71	
"		"	"	117	507	122	528	Jul. 15, 71	Jul. 14, 72	
101		3	"	107	463	116	502	Oct. 14, 70	Dec. 31, 70	
149		5	"	101	438	107	464	Jan. 5, 70	Jan. 4, 71	
036		5	Mthly.	426		459		Sep. 7, 70	Jun. 27, 71	
"		"	"	469		505		Jun. 28, 71	Dec. 31, 71	
085		6	"	427		452		May 25, 71	Aug. 31, 71	
"		"	"	447		472		Sep. 1, 71	Feb. 29, 72	
"		"	"	470		495		Mar. 1, 72	Aug. 31, 72	
"		"	"	496		521		Sep. 1, 72	Dec. 31, 72	
028		5	"	427		452		May 24, 71	Aug. 31, 71	
"		"	"	447		472		Sep. 1, 71	Feb. 29, 72	
"		"	"	470		495		Mar. 1, 72	Aug. 31, 72	
"		"	"	496		521		Sep. 1, 72	Dec. 31, 72	
088		3	"	420		450		Jul. 1, 70	Dec. 31, 70	
143		5	"	420		450		Jul. 1, 70	Dec. 31, 70	

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.		
Washman (cont'd)	117	5	Mthly.	\$ 427	\$	\$ 452	\$	Jan. 1, 71	Jun. 30, 71
	"	"	"	447		472		Jul. 1, 71	Dec. 31, 71
	"	"	"	470		495		Jan. 1, 72	Jun. 30, 72
	"	"	"	496		521		Jul. 1, 72	Dec. 31, 72
<u>Maintenance & Engineering</u>									
Carpenter	032	8	Wkly.	149	647	161	699	May 1, 71	Apr. 30, 72
	090	7	Hrly.	3.61	606	3.91	657	May 17, 71	Jul. 14, 71
	"	"	"	3.74	627	4.04	678	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly.	122	529	127	550	Jan. 5, 70	Jan. 4, 71
	117	5	Mthly.	551		576		Jan. 1, 71	Jun. 30, 71
	"	"	"	581		606		Jul. 1, 71	Dec. 31, 71
	"	"	"	616		641		Jan. 1, 72	Jun. 30, 72
	"	"	"	662		687		Jul. 1, 72	Dec. 31, 72
Electrician	090	7	Hrly.	3.85	646	4.15	697	May 17, 71	Jul. 14, 71
	"	"	"	3.98	667	4.28	718	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly.	140	606	145	628	Jan. 5, 70	Jan. 4, 71
	117	5	Mthly.	593		618		Jan. 1, 71	Jun. 30, 71
	"	"	"	623		648		Jul. 1, 71	Dec. 31, 71
	"	"	"	664		689		Jan. 1, 72	Jun. 30, 72
	"	"	"	705		730		Jul. 1, 72	Dec. 31, 72
Groundsman	149	5	Wkly.	88	381	94	407	Jan. 5, 70	Jan. 4, 71
	036	5	Mthly.	389		411	S	Sep. 7, 70	Jun. 27, 71
	"	"	"	428		452		Jun. 28, 71	Dec. 31, 71
	117	5	"	427		452		Jan. 1, 71	Jun. 30, 71
	"	"	"	447		472		Jul. 1, 71	Dec. 31, 71
	"	"	"	470		495		Jan. 1, 72	Jun. 30, 72
	"	"	"	496		521		Jul. 1, 72	Dec. 31, 72
Handyman	032	8	Wkly.	121	523	125	543	May 1, 71	Apr. 30, 72
	036	5	Mthly.	480		513		Sep. 7, 70	Jun. 27, 71
	"	"	"	528		564		Jun. 28, 71	Dec. 31, 71
	028	5	"	422		447		May 24, 71	Aug. 31, 71
	"	"	"	442		467		Sep. 1, 71	Feb. 29, 72
	"	"	"	465		490		Mar. 1, 72	Aug. 31, 72
	"	"	"	491		516		Sep. 1, 72	Dec. 31, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Handyman (cont'd)	200	2	Mthly.	\$ 360	\$	\$ 380	\$	Jun. 1, 70	Dec. 31, 70
Labourer	028	5	"	397		422		May 24, 71	Aug. 31, 71
	"	"	"	417		442		Sep. 1, 71	Feb. 29, 72
	"	"	"	440		465		Mar. 1, 72	Aug. 31, 72
	"	"	"	466		491		Sep. 1, 72	Dec. 31, 72
Maintenance Man	101	3	Wkly.	115	498	126	546	Oct. 14, 70	Dec. 31, 71
	036	5	Mthly.	587		620		Sep. 7, 70	Jun. 27, 71
	"	"	"	646		682		Jun. 28, 71	Dec. 31, 71
	085	6	"	530		555		May 25, 71	Aug. 31, 71
	"	"	"	564		589		Sep. 1, 71	Feb. 29, 72
	"	"	"	598		623		Mar. 1, 72	Aug. 31, 72
	"	"	"	632		657		Sep. 1, 72	Dec. 31, 72
	088	3	"	509		539		Jul. 1, 70	Dec. 31, 70
Painter	032	8	Wkly.	135	585	142	616	May 1, 71	Apr. 30, 72
	090	7	Hrly.	3.25	546	3.43	576	May 17, 71	Jul. 14, 71
	"	"	"	3.38	567	3.56	597	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly.	119	516	125	542	Jan. 5, 70	Jan. 4, 71
	088	3	Mthly.	460		490		Jul. 1, 70	Dec. 31, 70
	143	5	"	460		490		Jul. 1, 70	Dec. 31, 70
	117	5	"	551		576		Jan. 1, 71	Jun. 30, 71
	"	"	"	581		606		Jul. 1, 71	Dec. 31, 71
	"	"	"	616		641		Jan. 1, 72	Jun. 30, 72
	"	"	"	662		687		Jul. 1, 72	Dec. 30, 72
Plumber	090	7	Hrly.	3.85	646	4.15	697	May 17, 71	Jul. 14, 71
	"	"	"	3.98	667	4.28	718	Jul. 15, 71	Jul. 14, 72
	117	5	Mthly.	593		618		Jan. 1, 71	Jun. 30, 71
	"	"	"	625		648		Jul. 1, 71	Dec. 31, 71
	"	"	"	664		689		Jan. 1, 72	Jun. 30, 72
	"	"	"	705		730		Jul. 1, 72	Dec. 31, 72
Stationary Engineer 2	009	8	Hrly.			4.50	780	May 21, 71	May 20, 72
	090	7	"	4.08	685	4.38	735	May 17, 71	Jul. 14, 71
	"	"	"	4.21	706	4.51	756	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly.			165	715	Jan. 5, 70	Jan. 4, 71
	210	5	Mthly.			725		Dec. 1, 70	Nov. 30, 71

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3	009	8	Hrly.	\$	\$	\$ 4.02	\$ 697	May 21, 71	May 20, 72
	090	7	Hrly.	3.74	628	3.94	661	May 17, 71	Jul. 14, 71
	"	"	"	3.87	649	4.07	683	Jul. 15, 71	Jul. 14, 71
	108	3	"			3.82	662	Sep. 23, 70	Mar. 22, 71
	010	6	Mthly.			650		Jan. 5, 71	Apr. 30, 71
	011	5	Hrly.			4.00	693	Jan. 11, 71	Jun. 27, 71
	"	"	"			4.10	711	Jun. 28, 71	Dec. 31, 71
	214	5	Mthly.			650		Jan. 4, 71	Apr. 30, 71
	087	3	"			650		Nov. 2, 70	Nov. 2, 71
	210	5	"			638		Dec. 1, 70	Nov. 30, 71
	118	5	"			645		Jan. 21, 71	Jan. 20, 72
	Stationary Engineer 4	090	7	Hrly.	3.36	564	3.54	594	May 17, 71
"		"	"	3.49	585	3.67	615	Jul. 15, 71	Jul. 14, 72
149		5	Wkly.	119	516	125	541	Jan. 5, 70	Jan. 4, 71
017		2	Mthly.	-		470		Mar. 4, 70	Mar. 3, 71
149		5	Wkly.	94	407	99	429	Jan. 5, 70	Jan. 4, 71
Stationary Engineer's Helper	149	5	Wkly.	94	407	99	429	Jan. 5, 70	Jan. 4, 71
<u>Nursing</u>									
Ambulance Driver-Attendant	036	5	Mthly.	534		567		Sep. 7, 70	Jun. 27, 71
	"	"	"	587		624		Jun. 28, 71	Dec. 31, 71
Assistant Head Nurse	196	5	"	616		741		Dec. 31, 70	Jul. 3, 71
	"	"	"	618		743		Jul. 4, 71	Dec. 31, 71
	197	8	"	616		741		Jan. 1, 71	Jun. 30, 71
	"	"	"	618		743		Jul. 1, 71	Dec. 31, 71
	253	7	"	616		741		Mar. 11, 71	Jun. 30, 71
	"	"	"	618		743		Jul. 1, 71	Mar. 10, 72
	228	5	"	603		723		Jan. 11, 71	Dec. 31, 71
Graduate Nurse	196	5	"	530		630		Dec. 21, 70	Jul. 3, 71
	"	"	"	533		633		Jul. 4, 71	Dec. 31, 71
	197	8	"	530		630		Jan. 1, 71	Jun. 30, 71
	"	"	"	533		633		Jul. 1, 71	Dec. 31, 71
	253	7	"	530		630		Mar. 11, 71	Jun. 30, 71
	"	"	"	533		633		Jul. 1, 71	Mar. 10, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Graduate Nurse (cont'd)	228	5	Mthly.	\$ 530	\$	\$ 630	\$	Jan. 11, 71	Dec. 31, 71
Nurse's Aide	032	8	Wkly.	94	408	99	429	May 1, 71	Apr. 30, 72
	090	7	"	100	433	105	454	May 17, 71	Jul. 14, 71
	"	"	"	105	455	110	476	Jul. 15, 71	Jul. 14, 72
	101	3	"	102	442	113	490	Oct. 14, 70	Dec. 31, 71
	149	5	"	81	351	86	373	Jan. 5, 70	Jan. 4, 71
	028	5	Mthly.	335		360		May 24, 71	Aug. 31, 71
	"	"	"	355		380		Sep. 1, 71	Feb. 29, 72
	"	"	"	372		397		Mar. 1, 72	Aug. 31, 72
	"	"	"	394		419		Sep. 1, 72	Dec. 31, 72
	088	3	Mthly.	292		322		Jul. 1, 70	Dec. 31, 70
	143	5	"	292		322		Jul. 1, 70	Dec. 31, 70
Registered Nurse	196	5	"	568		678		Dec. 21, 70	Jul. 3, 71
	"	"	"	570		680		Jul. 4, 71	Dec. 31, 71
	197	8	"	568		678		Jan. 1, 71	Jun. 30, 71
	"	"	"	570		680		Jul. 1, 71	Dec. 31, 71
	253	7	"	568		678		Mar. 11, 71	Jun. 30, 71
	"	"	"	570		680		Jul. 1, 71	Mar. 10, 72
	228	5	"	565		675		Jan. 11, 71	Dec. 31, 71
Registered Nursing Assistant	032	8	Wkly.	109	473	114	494	May 1, 71	Apr. 30, 72
	090	7	"	104	452	109	472	May 17, 71	Jul. 14, 71
	"	"	"	109	473	114	494	Jul. 15, 71	Jul. 14, 72
	101	3	"	109	472	121	524	Oct. 14, 70	Dec. 31, 71
	149	5	"	99	429	104	451	Jan. 5, 70	Jan. 4, 71
	036	5	Mthly.	439		472		Sep. 7, 70	Jun. 27, 71
	"	"	"	483				Jun. 28, 71	Dec. 31, 71
	085	6	"	408		459		May 25, 71	Aug. 31, 71
	"	"	"	432		483		Sep. 1, 71	Feb. 29, 72
	"	"	"	456		507		Mar. 1, 72	Aug. 31, 72
	"	"	"	479		530		Sep. 1, 72	Dec. 31, 72
	028	5	"	407		432		May 24, 71	Aug. 31, 71
	"	"	"	437		462		Sep. 1, 71	Feb. 29, 72
	"	"	"	475		500		Mar. 1, 72	Aug. 31, 72
	"	"	"	505		530		Sep. 1, 72	Dec. 31, 72
	088	3	"	365		395		Jul. 1, 70	Dec. 31, 70
	143	5	"	365		395		Jul. 1, 70	Dec. 31, 70

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd)	117	5	Mthly.	407		432		Jan. 1, 71	Jun. 30, 71
	"	"	"	437		462		Jul. 1, 71	Dec. 31, 71
	"	"	"	475		500		Jan. 1, 72	Jun. 30, 72
	"	"	"	505		530		Jul. 1, 72	Dec. 31, 72
	200	2	"	365		385		Jun. 1, 70	Dec. 31, 70
<u>Nursing Education</u>									
Teacher	196	5	"	670		795		Dec. 21, 70	Jul. 3, 71
	"	"	"	672		797		Jul. 4, 71	Dec. 31, 71
	197	8	"	670		795		Jan. 1, 71	Jun. 30, 71
	"	"	"	672		797		Jul. 1, 71	Dec. 31, 71
<u>Technologists and Technicians</u>									
Laboratory Assistant I	032	8	Wkly.	89	387	94	408	May 1, 71	Apr. 30, 72
Laboratory Assistant II	032	8	"	109	473	114	494	May 1, 71	Apr. 30, 72
Laboratory Assistant III	032	8	"	113	491	118	512	May 1, 71	Apr. 30, 72
Technician	032	8	"	117	507	122	528	May 1, 71	Apr. 30, 72
Technologist I	032	8	"	128	554	139	601	May 1, 71	Apr. 30, 72
Technologist II	032	8	"	138	598	152	660	May 1, 71	Apr. 30, 72
Technologist III	032	8	"	150	650	167	723	May 1, 71	Apr. 30, 72

Table 5

 HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
 HOSPITAL AGREEMENTS, LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
<u>Dietary</u>										
Cook	124	3	Hrly.	\$ 2.35	\$ 390	\$ 2.69	\$ 447	Mar. 23, 71	Jan. 22, 72	
	"	"	"	2.49	414	2.83	470	Jan. 23, 72	Jul. 22, 72	
	"	"	"	2.60	432	2.94	488	Jul. 23, 72	Mar. 21, 73	
	135	"	Mthly.	445		482		Jan. 1, 71	Dec. 31, 71	
	139	8	"	447		482		Jul. 1, 70	Dec. 31, 70	
	126	4	Hrly.	2.51	435	2.71	470	Jan. 4, 71	Aug. 29, 71	
	"	"	"	2.64	458	2.84	492	Aug. 30, 71	May 8, 72	
	"	"	"	2.85	494	3.00	520	May 9, 72	Dec. 31, 72	
	144	5	"	2.20	381	2.30	399	Jan. 1, 71	Oct. 3, 71	
	"	"	"	2.30	399	2.40	416	Oct. 4, 71	Jun. 25, 72	
	"	"	"	2.40	416	2.50	434	Jun. 26, 72	Dec. 31, 72	
	183	4	"	1.95	339	2.21	384	Jan. 1, 71	Jun. 30, 71	
	"	"	"	2.02	350	2.28	395	Jul. 1, 71	Dec. 31, 71	
	"	"	"	2.14	371	2.40	416	Jan. 1, 72	Jun. 30, 72	
	"	"	"	2.24	388	2.50	434	Jul. 1, 72	Dec. 31, 72	
	237	2	Mthly.	380		425		Jan. 1, 71	Dec. 31, 71	
Dishwasher	135	3	"	401		416		Jan. 1, 71	Dec. 31, 71	
	144	5	Hrly.	2.20	381	2.30	399	Jan. 1, 71	Oct. 3, 71	
	"	"	"	2.30	399	2.40	416	Oct. 4, 71	Jun. 25, 72	
	"	"	"	2.45	425	2.55	442	Jun. 26, 72	Dec. 31, 72	
Kitchen Helper (Female)	124	3	Hrly.	1.93	320	2.21	367	Mar. 23, 71	Jan. 22, 72	
	"	"	"	2.07	344	2.35	390	Jan. 23, 72	Jul. 22, 72	
	"	"	"	2.18	362	2.46	409	Jul. 23, 72	Mar. 21, 73	
	135	"	Mthly.	365		381		Jan. 1, 71	Dec. 31, 71	
	139	8	"	326		341		Jul. 1, 70	Dec. 31, 70	
	126	4	Hrly.	1.86	322	1.96	340	Jan. 4, 71	Aug. 29, 71	
	"	"	"	1.99	345	2.09	363	Aug. 30, 71	May 8, 72	
	"	"	"	2.10	364	2.25	390	May 9, 72	Dec. 31, 72	
	144	5	"	1.90	330	2.00	347	Jan. 1, 71	Oct. 3, 71	
	"	"	"	2.00	347	2.10	364	Oct. 4, 71	Jun. 25, 72	
	"	"	"	2.10	364	2.20	381	Jun. 26, 72	Dec. 31, 72	
	183	4	"	1.73	300	1.99	345	Jan. 1, 71	Jun. 30, 71	
	"	"	"	1.78	309	2.04	354	Jul. 1, 71	Dec. 31, 71	
	"	"	"	1.82	316	2.08	361	Jan. 1, 72	Jun. 30, 72	
	"	"	"	1.99	345	2.25	390	Jul. 1, 72	Dec. 31, 72	

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.		
Kitchen Helper (Female) (cont'd)	237	2	Mthly.	\$ 295	\$	\$ 340	\$	Jan. 1, 71	Dec. 31, 71
	242	3	"	295		340		Jan. 1, 71	Dec. 31, 71
<u>Housekeeping</u>									
Laundry Helper (Female)	124	3	Hrly.	1.93	320	2.21	367	Mar. 23, 71	Jan. 22, 72
	"	"	"	2.07	344	2.35	390	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.18	362	2.46	409	Jul. 23, 72	Mar. 21, 73
	139	8	Mthly.	326		341		Jul. 1, 70	Dec. 31, 71
	126	4	Hrly.	1.96	340	2.06	349	Jan. 4, 71	Aug. 29, 71
	"	"	"	2.09	362	2.19	371	Aug. 30, 71	May 8, 72
	"	"	"	2.20	381	2.35	399	May 9, 72	Dec. 31, 72
	144	5	Hrly.	1.90	330	2.00	347	Jan. 1, 71	Oct. 3, 71
	"	"	"	2.00	347	2.10	364	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.10	364	2.20	381	Jun. 26, 72	Dec. 31, 72
	237	2	Mthly.	295		340		Jan. 1, 71	Dec. 31, 71
	242	3	Mthly.	295		340		Jan. 1, 71	Dec. 31, 71
	124	3	Hrly.	1.93	320	2.21	367	Mar. 23, 71	Jan. 22, 72
	"	"	"	2.07	344	2.35	390	Jan. 23, 72	Jul. 22, 72
Maid	"	"	"	2.18	362	2.46	409	Jul. 23, 72	Mar. 21, 73
	135	"	Mthly.	365		381		Jan. 1, 71	Dec. 31, 71
	139	8	"	326		341		Jul. 1, 70	Dec. 31, 70
	126	4	Hrly.	1.86	322	1.96	340	Jan. 4, 71	Aug. 29, 71
	"	"	"	1.99	345	2.09	363	Aug. 30, 71	May 8, 72
	"	"	"	2.10	364	2.25	390	May 9, 72	Dec. 31, 72
	144	5	"	1.90	330	2.00	347	Jan. 1, 71	Oct. 3, 71
	"	"	"	2.00	347	2.10	364	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.10	364	2.20	381	Jun. 26, 72	Dec. 31, 72
	183	4	"	1.73	300	1.99	345	Jan. 1, 71	Jun. 30, 71
	"	"	"	1.78	309	2.04	354	Jul. 1, 71	Dec. 31, 71
	"	"	"	1.82	316	2.08	361	Jan. 1, 72	Jun. 30, 72
	"	"	"	1.99	345	2.25	390	Jul. 1, 72	Dec. 31, 72
	237	2	Mthly.	295		340		Jan. 1, 71	Dec. 31, 71
	242	3	Mthly.	295		340		Jan. 1, 71	Dec. 31, 71

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Orderly - Trained	124	3	Hrly.	\$ 2.69	\$ 447	\$ 3.00	\$ 498	Mar. 23, 71	Jan. 22, 72
	"	"	"	2.83	470	3.14	522	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.94	488	3.25	540	Jul. 23, 72	Mar. 21, 73
	135	"	Mthly.	405		435		Jan. 1, 71	Dec. 31, 71
	139	8	"	421		441		Jul. 1, 70	Dec. 31, 70
	126	4	Hrly.	2.41	418	2.56	444	Jan. 4, 71	Aug. 29, 71
	"	"	"	2.54	440	2.69	467	Aug. 30, 71	May 8, 72
	"	"	"	2.70	468	2.85	494	May 9, 72	Dec. 31, 72
	144	5	"	2.50	434	2.65	460	Jan. 1, 71	Oct. 3, 71
	"	"	"	2.60	451	2.75	477	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.75	477	2.90	503	Jun. 26, 72	Dec. 31, 72
	183	4	"	2.55	442	2.81	487	Jan. 1, 71	Jun. 30, 71
	"	"	"	2.61	451	2.86	496	Jul. 1, 71	Dec. 31, 71
	"	"	"	2.71	470	2.97	515	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.84	492	3.10	537	Jul. 1, 72	Dec. 31, 72
	237	2	Mthly.	395		440		Jan. 1, 71	Dec. 31, 71
	242	3	"	400		445		Jan. 1, 71	Dec. 31, 71
Porter-Cleaner	124	3	Hrly.	2.24	372	2.56	425	Mar. 23, 71	Jan. 22, 72
	"	"	"	2.38	395	2.70	448	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.49	413	2.81	467	Jul. 23, 72	Mar. 21, 73
	135	"	Mthly.	401		421		Jan. 1, 71	Dec. 31, 71
	139	8	"	395		414		Jul. 1, 70	Dec. 31, 70
	126	4	Hrly.	2.36	409	2.46	427	Jan. 4, 71	Aug. 29, 71
	"	"	"	2.49	431	2.59	449	Aug. 30, 71	May 8, 72
	"	"	"	2.60	451	2.75	477	May 9, 72	Dec. 31, 72
	144	5	"	2.25	390	2.35	408	Jan. 1, 71	Oct. 3, 71
	"	"	"	2.35	408	2.45	425	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.50	434	2.60	451	Jun. 26, 72	Dec. 31, 72
	183	4	"	2.21	383	2.47	428	Jan. 1, 71	Jun. 30, 71
	"	"	"	2.26	392	2.52	437	Jul. 1, 71	Dec. 31, 71
	"	"	"	2.33	404	2.59	449	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.54	440	2.80	486	Jul. 1, 72	Dec. 31, 72
	237	2	Mthly.	350		395		Jan. 1, 71	Dec. 31, 71
	242	3	"	350		395		Jan. 1, 71	Dec. 31, 71

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Seamstress	124	3	Hrly.	\$ 1.97	\$ 327	\$ 2.27	\$ 377	Mar. 23, 71	Jan. 22, 72
	"	"	"	2.11	350	2.41	400	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.22	369	2.52	419	Jul. 23, 72	Mar. 21, 73
	139	8	Mthly.	334		349		Jul. 1, 70	Dec. 31, 71
	144	5	Hrly.	1.90	330	2.00	347	Jan. 1, 71	Oct. 3, 71
	"	"	"	2.00	347	2.10	364	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.10	364	2.20	381	Jun. 26, 72	Dec. 31, 72
	183	4	Hrly.	1.89	327	2.15	373	Jan. 1, 71	Jun. 30, 71
	"	"	"	1.98	342	2.24	387	Jul. 1, 71	Dec. 31, 71
	"	"	"	2.08	361	2.34	406	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.14	371	2.40	416	Jul. 1, 72	Dec. 31, 72
	242	3	Mthly.	338		358		Jan. 1, 71	Dec. 31, 71
Storeman	124	3	Hrly.	2.41	400	2.72	452	Mar. 23, 71	Jan. 22, 72
	"	"	"	2.55	424	2.86	475	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.66	442	2.97	493	Jul. 23, 72	Mar. 21, 73
	135	"	Mthly.	401		421		Jan. 1, 71	Dec. 31, 71
	139	8	"	403		422		Jul. 1, 70	Dec. 31, 70
	126	4	Hrly.	2.41	418	2.56	444	Jan. 4, 71	Aug. 29, 71
	"	"	"	2.54	440	2.69	467	Aug. 30, 71	May 8, 72
	"	"	"	2.70	468	2.85	494	May 9, 72	Dec. 31, 72
	144	5	Hrly.	2.30	399	2.40	416	Jan. 1, 71	Oct. 3, 71
	"	"	"	2.40	416	2.50	434	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.55	442	2.65	460	Jun. 26, 72	Dec. 31, 72
	183	4	"	2.26	392	2.52	437	Jan. 1, 71	Jun. 30, 71
	"	"	"	2.31	400	2.57	445	Jul. 1, 71	Dec. 31, 71
	"	"	"	2.38	413	2.64	458	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.59	449	2.85	494	Jul. 1, 72	Dec. 31, 72
	242	3	Mthly.	365		410		Jan. 1, 71	Dec. 31, 71
Washman	124	3	Hrly.	2.41	400	2.72	452	Mar. 23, 71	Jan. 22, 72
	"	"	"	2.55	424	2.86	475	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.66	442	2.97	493	Jul. 23, 72	Mar. 21, 73
	139	8	Mthly.	403		422		Jul. 1, 70	Dec. 31, 70
	126	4	Hrly.	2.41	418	2.56	444	Jan. 4, 71	Aug. 29, 71
	"	"	"	2.54	440	2.69	467	Aug. 30, 71	May 8, 72
	"	"	"	2.70	468	2.85	494	May 9, 72	Dec. 31, 72

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Washman (cont'd)	144	5	Hrly.	\$ 2.35	\$ 408	\$ 2.45	\$ 425	Jan. 1, 71	Oct. 3, 71	
	"	"	"	2.45	425	2.55	442	Oct. 4, 71	Jun. 25, 72	
	"	"	"	2.60	451	2.70	468	Jun. 26, 72	Dec. 31, 72	
	183	4	Hrly.	2.26	392	2.52	437	Jan. 1, 71	Jun. 30, 71	
	"	"	"	2.31	400	2.57	445	Jul. 1, 71	Dec. 31, 71	
	"	"	"	2.38	413	2.64	458	Jan. 1, 72	Jun. 30, 72	
<u>Maintenance & Engineering</u>	"	"	"	2.59	449	2.85	494	Jul. 1, 72	Dec. 31, 72	
	Carpenter	139	8	Mthly.	508		577		July 1, 70	Dec. 31, 70
		144	5	Hrly.	3.00	520	3.20	555	Jan. 1, 71	Oct. 3, 71
		"	"	"	3.20	555	3.40	589	Oct. 4, 71	Jun. 25, 72
	"	"	"	3.40	589	3.60	624	Jun. 26, 72	Dec. 31, 72	
	Electrician	139	8	Mthly.	600		660		July 1, 70	Dec. 31, 70
		144	5	Hrly.	3.50	607	3.65	633	Jan. 1, 71	Oct. 3, 71
		"	"	"	3.70	641	3.85	667	Oct. 4, 71	Jun. 25, 72
	"	"	"	3.90	676	4.05	702	June 26, 72	Dec. 31, 72	
	Groundsman	144	5	Hrly.	2.70	468	2.80	486	Jan. 1, 71	Oct. 3, 71
		"	"	"	2.80	486	2.90	503	Oct. 4, 71	Jun. 25, 72
		"	"	"	2.95	511	3.05	529	Jun. 26, 72	Dec. 31, 72
	237	2	Mthly.	350		395		Jan. 1, 71	Dec. 31, 71	
	Handyman	242	3	"	350		395		Jan. 1, 71	Dec. 31, 71
		Maintenance Man	124	3	Hrly.	3.00	498	3.21	533	Mar. 23, 71
"			"	"	3.14	522	3.35	556	Jan. 23, 72	Jul. 22, 72
"	"		"	3.25	540	3.46	575	Jul. 23, 72	Mar. 21, 73	
135	3		Mthly.	417		455		Jan. 1, 71	Dec. 31, 71	
139	8		"	551		620		Jul. 1, 70	Dec. 31, 70	
126	4		Hrly.	3.56	617	3.61	626	Jan. 4, 71	Aug. 29, 71	
"	"		"	3.69	640	3.74	648	May 8, 72	Aug. 8, 72	
"	"		"	3.75	650	3.90	676	May 9, 72	Dec. 31, 72	
144	5		"	3.00	520	3.20	555	Jan. 1, 71	Oct. 3, 71	
"	"		"	3.10	538	3.30	572	Oct. 4, 71	Jun. 25, 72	
"	"	"	3.30	572	3.50	607	Jun. 26, 72	Dec. 31, 72		

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maintenance Man I	183	4	Hrly.	\$ 3.48	\$ 603	\$ 3.74	\$ 648	Jan. 1, 71	Jun. 30, 71
	"	"	"	3.54	614	3.80	658	Jul. 1, 71	Dec. 31, 71
	"	"	"	3.64	631	3.90	676	Jan. 1, 72	Jun. 30, 72
	"	"	"	3.79	657	4.05	702	Jul. 1, 72	Dec. 31, 72
Maintenance Man II	139	8	Mthly.	451		520		Jul. 1, 70	Dec. 31, 70
	183	4	Hrly.	2.79	484	3.05	529	Jan. 1, 71	Jun. 30, 71
	"	"	"	2.87	498	3.13	543	Jul. 1, 71	Dec. 31, 71
	"	"	"	2.99	518	3.25	563	Jan. 1, 72	June 30, 72
	"	"	"	3.09	536	3.35	581	Jul. 1, 72	Dec. 31, 72
	126	"	"	2.61	452	2.91	505	Jan. 4, 71	Aug. 29, 71
	"	"	"	2.74	475	3.04	527	Aug. 30, 71	May 8, 72
	"	"	"	3.05	529	3.20	555	May 9, 72	Dec. 31, 72
Painter	139	8	Mthly.	432		501		Jul. 1, 70	Dec. 31, 70
	126	4	Hrly.	3.16	548	3.21	557	Jan. 4, 71	Aug. 29, 71
	"	"	"	3.29	570	3.34	579	Aug. 30, 71	May 8, 72
	"	"	"	3.35	581	3.50	607	May 9, 72	Dec. 31, 72
Plumber	139	8	Mthly.	616		685		Jul. 1, 70	Dec. 31, 70
	144	5	Hrly.	3.50	607	3.65	633	Jan. 1, 71	Oct. 3, 71
	"	"	"	3.70	641	3.85	667	Oct. 4, 71	Jun. 25, 72
	"	"	"	3.90	676	4.05	702	Jun. 26, 72	Dec. 31, 72
Stationary Engineer 2	139	8	Mthly.			688		Jul. 1, 70	Dec. 31, 70
Stationary Engineer 3	124	3	Hrly.	3.48	578	3.69	613	Mar. 23, 71	Jan. 22, 72
	"	"	"	3.62	601	3.83	636	Jan. 23, 72	Jul. 22, 72
	"	"	"	3.73	619	3.94	654	Jul. 23, 72	Mar. 21, 73
	139	8	Mthly.			610		Jul. 1, 70	Dec. 31, 70
	127	4	Hrly.			3.75	650	Jan. 1, 71	Dec. 31, 71
	"	"	"			4.00	693	Jan. 1, 72	Dec. 31, 72
	144	5	"	3.50	607	3.65	633	Jan. 1, 71	Oct. 3, 71
	"	"	"	3.70	641	3.85	667	Oct. 4, 71	Jun. 25, 72
	"	"	"	3.90	676	4.05	702	Jun. 26, 72	Dec. 31, 72
	183	4	"	3.39	588	3.65	633	Jan. 1, 71	Jun. 30, 71
	"	"	"	3.49	605	3.75	650	Jul. 1, 71	Dec. 31, 71
	"	"	"	3.54	614	3.80	659	Jan. 1, 72	Jun. 30, 72
	"	"	"	3.69	640	3.95	685	Jul. 1, 72	Dec. 31, 72

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd)	224	3	Mthly.	\$ -	\$	\$ 570	\$	Jan. 1, 70	Apr. 30, 71
	"	"	"	-		580		May 1, 71	Aug. 31, 71
Stationary Engineer 4	124	3	Hrly.	3.00	498	3.21	533	Mar. 23, 71	Jan. 22, 72
	"	"	"	3.14	522	3.35	556	Jan. 23, 72	Jul. 22, 72
	"	"	"	3.25	540	3.46	575	Jul. 23, 72	Mar. 21, 73
	139	8	Mthly.	-		509		Jul. 1, 70	Dec. 31, 70
	183	4	Hrly.	2.74	475	3.00	520	Jan. 1, 71	Jun. 30, 71
	"	"	"	2.82	489	3.08	534	Jul. 1, 71	Dec. 31, 71
	"	"	"	2.94	510	3.20	555	Jan. 1, 72	Jun. 30, 72
	"	"	"	3.04	527	3.30	572	Jul. 1, 72	Dec. 31, 72
	003	2	"			3.30	572	Jan. 1, 71	Jun. 30, 71
	"	"	"			3.50	607	Jul. 1, 71	Dec. 31, 71
	224	3	Mthly.			525		Jan. 1, 70	Apr. 30, 71
	"	"	"			535		May 1, 71	Aug. 31, 71
Stationary Engineer's Helper	139	8	"	426		473		Jul. 1, 70	Dec. 31, 70
<u>Nursing</u>									
Ambulance Driver-Attendant	144	5	Hrly.	2.35	489	2.65	551	Jan. 1, 71	Oct. 3, 71
	"	"	"	2.45	510	2.75	572	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.65	551	2.90	603	Jun. 26, 72	Dec. 31, 72
	242	3	Mthly.	450		495		Jan. 1, 71	Dec. 31, 71
	237	2	"	455		500		Jan. 1, 71	Dec. 31, 71
Assistant Head Nurse	216	6	Mthly.	546		661		Jan. 1, 70	Dec. 31, 70
Graduate Nurse	216	6	"	467		562		Jan. 1, 70	Dec. 31, 70
Nurse's Aide	135	3	"	373		397		Jan. 1, 71	Dec. 31, 71
	237	2	"	338		358		Jan. 1, 71	Dec. 31, 71
Registered Nurse	216	6	"	510		610		Jan. 1, 70	Dec. 31, 70

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant	124	3	Hrly.	2.35	390	2.65	440	Mar. 23, 71	Jan. 22, 72
	"	"	"	2.49	414	2.79	463	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.60	432	2.90	481	Jul. 23, 72	Mar. 21, 73
	135	3	Mthly.	405		435		Jan. 1, 71	Dec. 31, 71
	126	4	Hrly.	2.48	430	2.56	444	Jan. 4, 71	Aug. 29, 71
	"	"	"	2.61	452	2.69	467	Aug. 30, 71	May 8, 72
	"	"	"	2.70	468	2.85	494	May 9, 72	Dec. 31, 72
	144	5	"	2.28	395	2.43	421	Jan. 1, 71	Oct. 3, 71
	"	"	"	2.43	421	2.58	448	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.58	448	2.73	473	Jun. 26, 72	Dec. 31, 72
	183	4	"	2.14	371	2.40	416	Jan. 1, 71	Jun. 30, 71
	"	"	"	2.23	387	2.49	432	Jul. 1, 71	Dec. 31, 71
	"	"	"	2.38	413	2.64	458	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.49	432	2.75	477	Jul. 1, 72	Dec. 31, 72
Registered Nursing Assistant	237	2	Mthly.	400		445		Jan. 1, 71	Dec. 31, 71
	242	3	"	400		445		Jan. 1, 71	Dec. 31, 71

Table 6

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	080	5	Biwkly.	\$ 134	\$ 290	\$ 163	\$ 353	Jun. 1, 70	May 31, 71
Clerk II	080	5	"	140	303	171	370	Jun. 1, 70	May 31, 71
Clerk III	080	5	"	148	321	179	388	Jun. 1, 70	May 31, 71
Clerk IV	080	5	"	155	336	188	407	Jun. 1, 70	May 31, 71
Clerk V	080	5	"	163	353	197	427	Jun. 1, 70	May 31, 71
Clerk VI	080	5	"	171	370	207	448	Jun. 1, 70	May 31, 71
Clerk-Typist I	080	5	"	140	303	171	370	Jun. 1, 70	May 31, 71
Clerk-Typist II	080	5	"	148	321	179	388	Jun. 1, 70	May 31, 71
Medical Stenographer	080	5	"	155	336	188	407	Jun. 1, 70	May 31, 71
Receptionist I	080	5	"	140	303	171	370	Jun. 1, 70	May 31, 71
Receptionist II	080	5	"	148	321	179	388	Jun. 1, 70	May 31, 71
Switchboard or Telephone Operator	080	5	"	155	336	188	407	Jun. 1, 70	May 31, 71
<u>Dietary</u>									
Cook	016	5	Mthly.	470		518		Jun. 1, 70	May 31, 71
	"	"	"	503		554		Jun. 1, 71	May 31, 72
	019	4	"	418		468		Jun. 1, 70	May 31, 71
	"	"	"	448		501		Jun. 1, 71	May 31, 72
	042	5	"	418		468		Jun. 1, 70	May 31, 71
	"	"	"	448		501		Jun. 1, 71	May 31, 72
	074	"	"	399		452		Jun. 1, 70	May 31, 71
	"	"	"	431		484		Jun. 1, 71	May 31, 72
	125	4	"	471		515		Jun. 1, 70	May 31, 71
	"	"	"	508		552		Jun. 1, 71	May 31, 72

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Cook (cont'd)	079	5	Hrly.	\$ 2.05	\$ 356	\$ 2.15	\$ 373	May 1, 70	Apr. 31, 71
	173	"	Mthly.	438		518		Jun. 1, 70	Apr. 30, 71
	"	"	"	467		547		May 1, 71	Dec. 31, 71
	184	3	"	370		420		Oct. 1, 70	Sep. 30, 71
Dishwasher	074	5	"	295		341		Jun. 1, 70	May 31, 71
	"	"	"	319		365		Jun. 1, 71	Mar. 14, 72
	"	"	"	330		375		Mar. 15, 72	May 31, 72
	173	"	"	359		403		Jun. 1, 70	Apr. 30, 71
	"	"	"	384		430		May 1, 71	Dec. 31, 71
Kitchen Helper (Female)	016	5	"	284		341		Jun. 1, 70	May 31, 71
	"	"	"	304		365		Jun. 1, 71	Feb. 29, 72
	"	"	"	304		374		Mar. 1, 72	May 31, 72
	019	4	"	295		341		Jun. 1, 70	May 31, 71
	"	"	"	319		365		Jun. 1, 71	Mar. 14, 72
	"	"	"	330		375		Mar. 15, 72	May 31, 72
	042	5	"	295		341		Jun. 1, 70	May 31, 71
	"	"	"	319		365		Jun. 1, 71	Mar. 14, 72
	"	"	"	330		375		Mar. 15, 72	May 31, 72
	074	"	"	295		341		Jun. 1, 70	May 31, 71
	"	"	"	319		365		Jun. 1, 71	Mar. 14, 72
	"	"	"	330		375		Mar. 15, 72	May 31, 72
	"	"	"	330		375		Jun. 1, 70	May 31, 71
	125	4	"	298		347		Jun. 1, 70	May 31, 71
	"	"	"	322		371		Jun. 1, 71	May 31, 72
	079	5	Hrly.	1.69	293	1.84	319	May 1, 70	Apr. 30, 71
	173	"	Mthly.	286		320		Jun. 1, 70	Apr. 30, 71
	"	"	"	305		341		May 1, 71	Dec. 31, 71
	184	3	"	300		330		Oct. 1, 70	Sep. 30, 71
<u>Housekeeping</u>									
Laundry Helper (Female)	016	5	"	295		343		Jun. 1, 70	May 31, 71
	"	"	"	315		367		Jun. 1, 71	Feb. 29, 72
	"	"	"	315		378		Mar. 1, 72	May 31, 72
	042	"	"	295		341		Jun. 1, 70	May 31, 71
	"	"	"	319		365		Jun. 1, 71	Mar. 14, 72
	"	"	"	330		375		Mar. 15, 72	May 31, 72
	"	"	"	330		341		Jun. 1, 70	May 31, 71
	074	"	"	295		365		Jun. 1, 71	Mar. 14, 72
	"	"	"	319		375		Mar. 15, 72	May 31, 72

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Laundry Helper (Female) (cont'd)	079	5	Hrly.	\$ 1.69	\$ 293	\$ 1.84	\$ 319	May 1, 70	Apr. 30, 71
	173	"	Mthly.	286		320		Jun. 1, 70	Apr. 30, 71
	"	"	"	305		341		May 1, 71	Dec. 31, 71
	187	3	"	286		320		Jun. 1, 70	Apr. 30, 71
	"	"	"	305		341		May 1, 71	Dec. 31, 71
	184	3	"	300		330		Oct. 1, 70	Sep. 30, 71
Maid	040	"	"	255		295		Jul. 1, 70	Jun. 30, 71
	016	5	"	284		341		Jun. 1, 70	May 31, 71
	"	"	"	304		365		Jun. 1, 71	Feb. 29, 72
	"	"	"	304		374		Mar. 1, 72	May 31, 72
	019	4	"	295		341		Jun. 1, 70	May 31, 71
	"	"	"	319		365		Jun. 1, 71	Mar. 14, 72
	"	"	"	330		375		Mar. 15, 72	May 31, 72
	042	5	"	295		341		Jun. 1, 70	May 31, 71
	"	"	"	319		365		Jun. 1, 71	Mar. 14, 72
	"	"	"	330		375		Mar. 15, 72	May 31, 72
	074	"	"	295		341		Jun. 1, 70	May 31, 71
	"	"	"	319		365		Jun. 1, 71	Mar. 14, 72
	"	"	"	330		375		Mar. 15, 72	May 31, 72
	125	4	"	295		341		Jun. 1, 70	May 31, 71
	"	"	"	319		365		Jun. 1, 71	May 31, 72
	079	5	Hrly.	1.69	293	1.84	319	May 1, 70	Apr. 30, 71
	173	"	Mthly.	286		320		Jun. 1, 70	Apr. 30, 71
	"	"	"	305		341		May 1, 71	Dec. 31, 71
	187	3	"	286		320		Jun. 1, 70	Apr. 30, 71
	"	"	"	305		341		May 1, 71	Dec. 31, 71
	184	"	"	300		330		Oct. 1, 70	Sep. 30, 71
Orderly - Trained	040	"	"	255		295		Jul. 1, 70	Jun. 1, 71
	016	5	Mthly.	441		518		Jun. 1, 70	May 31, 71
	"	"	"	472		554		Jun. 1, 71	May 31, 72
	019	4	"	448		517		Jun. 1, 70	May 31, 71
	"	"	"	480		553		Jun. 1, 71	May 31, 72
	042	5	"	451		517		Jun. 1, 70	May 31, 71
	"	"	"	487		553		Jun. 1, 71	May 31, 72
	074	"	"	451		517		Jun. 1, 70	May 31, 71
	"	"	"	487		553		Jun. 1, 71	May 31, 72
	125	4	"	447		517		Jun. 1, 70	May 31, 71
"	"	"	487		553		Jun. 1, 71	May 31, 72	

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Orderly - Trained	079	5	Hrly.	\$ 2.40	\$ 416	\$ 2.55	\$ 442	May 1, 70	Apr. 30, 71
	173	"	Mthly.	411		467		Jun. 1, 70	Apr. 30, 71
	"	"	"	439		489		May 1, 71	Dec. 31, 71
	187	3	"	411		467		Jun. 1, 70	Apr. 30, 71
	"	"	"	439		489		May 1, 71	Dec. 31, 71
	184	3	"	370		430		Oct. 1, 70	Sep. 30, 71
Porter-Cleaner	040	"	"	390		415		Jul. 1, 70	Jun. 30, 71
	016	5	"	397		473		Jun. 1, 70	May 31, 71
	"	"	"	425		506		Jun. 1, 71	May 31, 72
	019	4	"	412		474		Jun. 1, 70	May 31, 71
	"	"	"	441		508		Jun. 1, 71	May 31, 72
	042	5	"	395		474		Jun. 1, 70	May 31, 71
	"	"	"	429		508		Jun. 1, 71	May 31, 72
	074	"	"	395		474		Jun. 1, 70	May 31, 71
	"	"	"	429		508		Jun. 1, 71	May 31, 72
	125	4	"	406		474		Jun. 1, 70	May 31, 71
	"	"	"	440		508		Jun. 1, 71	May 31, 72
	079	5	Hrly.	2.22	385	2.40	416	May 1, 70	Apr. 30, 71
	173	"	Mthly.	359		403		Jun. 1, 70	Apr. 30, 71
	"	"	"	384		430		May 1, 71	Dec. 31, 71
	187	3	"	359		403		Jun. 1, 70	Apr. 30, 71
	"	"	"	384		430		May 31, 71	Dec. 31, 71
	184	3	"	371		411		Oct. 1, 70	Sep. 30, 71
Seamstress	016	5	"	316		364		Jun. 1, 70	May 31, 71
	"	"	"	338		389		Jun. 1, 71	May 31, 72
	042	"	"	315		363		Jun. 1, 70	May 31, 71
	"	"	"	337		388		Jun. 1, 71	May 31, 72
	074	"	"	307		352		Jun. 1, 70	May 31, 71
	"	"	"	332		377		Jun. 1, 71	May 31, 72
	079	"	Hrly.	1.69	293	1.84	319	May 1, 70	Apr. 30, 71
	173	"	Mthly.	298		343		Jun. 1, 70	Apr. 30, 71
	"	"	"	318		366		May 1, 71	Dec. 31, 71
	187	3	"	298		343		Jun. 1, 70	Apr. 30, 71
	"	"	"	318		366		May 1, 71	Dec. 31, 71
184	"	"	300		330		Oct. 1, 70	Sep. 30, 71	

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Storeman	019	4	Mthly.	\$ 436	\$	\$ 495	\$	Jun. 1, 70	May 31, 71
	"	"	"	467		530		Jun. 1, 71	May 31, 72
	042	5	"	438		517		Jun. 1, 70	May 31, 71
	"	"	"	469		554		Jun. 1, 71	May 31, 72
	074	"	"	440		495		Jun. 1, 70	May 31, 71
	"	"	"	475		530		Jun. 1, 71	May 31, 72
	125	4	"	417		475		Jun. 1, 70	May 31, 71
	"	"	"	451		509		Jun. 1, 71	May 31, 72
	079	5	Hrly.	2.35	408	2.50	434	May 1, 70	Apr. 30, 71
	184	3	Mthly.	376		416		Oct. 1, 70	Sep. 30, 71
Washman	016	5	"	484		518		Jun. 1, 70	May 31, 71
	"	"	"	517		554		Jun. 1, 71	May 31, 72
	042	"	"	451		517		Jun. 1, 70	May 31, 71
	"	"	"	487		553		Jun. 1, 71	May 31, 72
	074	"	"	451		517		Jun. 1, 70	May 31, 71
	"	"	"	487		553		Jun. 1, 71	May 31, 72
	173	"	"	359		403		Jun. 1, 70	Apr. 30, 71
	"	"	"	384		430		May 1, 71	Dec. 31, 71
<u>Maintenance & Engineering</u>									
Carpenter	016	5	"	473		571		Jun. 1, 70	May 31, 71
	"	"	"	506		611		Jun. 1, 71	Feb. 29, 72
	"	"	"	506		620		Mar. 1, 72	May 31, 72
	019	4	"	494		558		Jun. 1, 70	May 31, 71
	"	"	"	533		597		Jun. 1, 71	May 31, 72
	074	5	"	494		558		Jun. 1, 70	May 31, 71
	"	"	"	533		597		Jun. 1, 71	Mar. 14, 72
	"	"	"	556		620		Mar. 15, 72	May 31, 72
	179	"	Hrly.			3.70	641	Nov. 1, 70	Oct. 31, 71
	187	3	Mthly.	418		462		Jun. 1, 70	Apr. 30, 71
"	"	"	443		489		May 1, 71	Dec. 31, 71	
Electrician	173	5	"	458		525		Jun. 1, 70	Apr. 30, 71
	"	"	"	488		565		May 1, 71	Dec. 31, 71
Groundsman	019	4	"	404		474		Jun. 1, 70	May 31, 71
	"	"	"	433		508		Jun. 1, 71	May 31, 72
	042	5	"	411		474		Jun. 1, 70	May 31, 71
	"	"	"	440		508		Jun. 1, 71	May 31, 72

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Groundsman (cont'd)	074	5	Mthly.	\$ 395	\$	\$ 474	\$	Jun. 1, 70	May 31, 71
	"	"	"	429		508		Jun. 1, 71	May 31, 72
	187	3	"	403		447		Jun. 1, 70	Apr. 30, 71
	"	"	"	428		474		May 1, 71	Dec. 31, 71
Maintenance Man	019	4	"	494		558		Jun. 1, 70	May 31, 71
	"	"	"	533		597		Jun. 1, 71	Mar. 14, 72
	"	"	"	533		620		Mar. 15, 72	May 31, 72
	074	5	"	494		558		Jun. 1, 70	May 31, 71
	"	"	"	533		597		Jun. 1, 71	Mar. 14, 72
	"	"	"	556		620		Mar. 15, 72	May 31, 72
	125	4	"	480		562		Jun. 1, 70	May 31, 71
	"	"	"	519		601		Jun. 1, 71	May 31, 72
	079	5	Hrly.			3.50	607	May 1, 70	Apr. 30, 71
	173	"	Mthly.	431		496		Jun. 1, 70	Apr. 30, 71
	"	"	"	460		529		May 1, 71	Dec. 31, 71
	040	3	"	400		425		Jul. 1, 70	Jun. 30, 71
	Painter	016	5	"	440		564		Jun. 1, 70
"		"	"	470		603		Jun. 1, 71	Feb. 29, 72
"		"	"	470		620		Mar. 1, 72	May 31, 72
019		4	"	494		558		Jun. 1, 70	May 31, 71
"		"	"	533		597		Jun. 1, 71	Mar. 14, 72
"		"	"	533		620		Mar. 15, 72	May 31, 72
074		5	"	494		558		Jun. 1, 70	May 31, 71
"		"	"	533		597		Jun. 1, 71	Mar. 14, 72
"		"	"	556		620		Mar. 15, 72	May 31, 72
179		"	Hrly.			3.50	607	Nov. 1, 70	Oct. 31, 71
187		3	Mthly.	418		462		Jun. 1, 70	Apr. 30, 71
"		"	"	443		489		May 1, 71	Dec. 31, 71
184		"	"	420		470		Oct. 1, 70	Sep. 30, 71
Stationary Engineer 3	019	4	Hrly.			4.00	693	Nov. 1, 70	Oct. 31, 71
	075	5	"			4.00	693	Nov. 1, 70	Oct. 31, 71
	172	"	"			4.00	693	Nov. 1, 70	Oct. 31, 71
	179	"	"			4.00	693	Nov. 1, 70	Oct. 31, 71
	180	4	"			4.00	693	Nov. 1, 70	Oct. 31, 71
	079	5	"			3.50	607	May 1, 70	Apr. 30, 71

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd)	008	5	Hrly.	\$	\$	\$ 3.80	\$ 659	Dec. 1, 70	Nov. 30, 71
"	"	"	"			4.00	693	Dec. 31, 71	May 31, 72
"	"	"	"			4.10	711	Jun. 1, 72	Dec. 31, 72
"	012	3	"			3.65	633	Dec. 31, 70	Jun. 30, 71
"	"	"	"			3.80	659	Jul. 1, 71	Dec. 30, 71
"	"	"	"			3.95	685	Dec. 31, 71	Jun. 30, 72
"	"	"	"			4.10	711	Jul. 1, 72	Dec. 31, 72
Stationary Engineer 4	019	4	Hrly.			3.66	634	Nov. 1, 70	Oct. 31, 71
"	075	5	"			3.66	634	Nov. 1, 70	Oct. 31, 71
"	172	"	"			3.66	634	Nov. 1, 70	Oct. 31, 71
"	179	"	"			3.66	634	Nov. 1, 70	Oct. 31, 71
"	180	4	"			3.66	634	Nov. 1, 70	Oct. 31, 71
"	040	3	Mthly.	445		500		Jul. 1, 70	Jun. 30, 71
Stationary Engineer's Helper	019	4	Hrly.			3.10	537	Nov. 1, 70	Oct. 31, 71
"	172	5	"			3.10	537	Nov. 1, 70	Oct. 31, 71
"	180	4	"			3.10	537	Nov. 1, 70	Oct. 31, 71
<u>Nursing</u>									
Assistant Head Nurse	033	5	Mthly.	605		710		Jan. 1, 71	Dec. 31, 71
"	162	4	"	595		705		Jan. 1, 71	May 31, 71
"	"	"	"	613		723		Jun. 1, 71	Dec. 31, 71
"	058	3	"	610		724		Jan. 1, 71	Dec. 31, 71
Graduate Nurse	033	5	"	535		640		Jan. 1, 71	Dec. 31, 71
"	162	4	"	515		615		Jan. 1, 71	May 31, 71
"	"	"	"	530		630		Jun. 1, 71	Dec. 31, 71
"	058	3	"	525		565		Jan. 1, 71	Dec. 31, 71
Head Nurse I	162	4	"	650		770		Jan. 1, 71	May 31, 71
"	"	"	"	669		789		Jun. 1, 71	Dec. 31, 71
Nurse's Aide	016	5	"	311		366		Jun. 1, 70	May 31, 71
"	"	"	"	333		392		Jun. 1, 71	May 31, 72
"	019	4	"	314		367		Jun. 1, 70	May 31, 71
"	"	"	"	340		392		Jun. 1, 71	May 31, 72
"	042	5	"	312		365		Jun. 1, 70	May 31, 71
"	"	"	"	340		392		Jun. 1, 71	May 31, 72

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Nurse's Aide (cont'd)	074	5	Mthly.	\$ 314	\$	\$ 367	\$	Jun. 1, 70	May 31, 71
	"	"	"	340		392		Jun. 1, 71	May 31, 72
	079	5	Hrly.	1.75	304	1.90	330	May 1, 70	Apr. 30, 71
	173	5	Mthly.	305		347		Jun. 1, 70	Apr. 30, 71
	"	"	"	329		373		May 1, 71	Dec. 31, 71
	187	3	"	305		347		Jun. 1, 70	Apr. 30, 71
"	"	"	329		373		May 1, 71	Dec. 31, 71	
Registered Nurse	033	5	"	570		675		Jan. 1, 71	Dec. 31, 71
	162	4	"	562		672		Jan. 1, 71	May 31, 71
	"	"	"	578		688		Jun. 1, 71	Dec. 31, 71
	058	3	"	565		672		Jan. 1, 71	Dec. 31, 71
Registered Nursing Assistant	016	5	"	372		440		Jun. 1, 70	May 31, 71
	"	"	"	398		470		Jun. 1, 71	Feb. 29, 72
	"	"	"	398		487		Mar. 1, 72	May 31, 72
	074	"	"	406		440		Jun. 1, 70	May 31, 71
	"	"	"	437		471		Jun. 1, 71	Mar. 14, 72
	"	"	"	453		487		Mar. 15, 72	May 31, 72
	125	4	"	376		440		Jun. 1, 70	May 31, 71
	"	"	"	407		471		Jun. 1, 71	May 31, 72
	207	5	"	406		440		May 1, 70	Apr. 30, 71
	"	"	"	437		471		May 1, 71	Feb. 14, 72
	"	"	"	453		487		Feb. 15, 72	Apr. 30, 72
	213	4	"	406		440		May 1, 70	Apr. 30, 71
	"	"	"	437		471		May 1, 71	Feb. 14, 72
	"	"	"	453		487		Feb. 15, 72	Apr. 30, 72
	079	5	Hrly.	2.14	371	2.29	397	May 1, 70	Apr. 30, 71
	173	"	Mthly.	365		403		Jun. 1, 70	Apr. 30, 71
	"	"	"	390		430		May 1, 71	Dec. 31, 71
	187	3	"	365		403		Jun. 1, 70	Apr. 30, 71
	"	"	"	390		430		May 1, 71	Dec. 31, 71
	184	3	"	355		405		Oct. 1, 70	Sep. 30, 71
	040	3	"	360		385		Jul. 1, 70	Jun. 30, 71
<u>Nursing Education</u>									
Teacher	033	5	Mthly.	650		755		Jan. 1, 71	Dec. 31, 71

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
 HOSPITAL AGREEMENTS, MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Dietary</u>									
Cook	205	5	Mthly.	\$ 401	\$	\$ 440	\$	Jan. 2, 71	Jun. 25, 71
	"	"	"	418		457		Jun. 26, 71	Dec. 31, 71
	"	"	"	436		474		Jan. 1, 72	Jun. 30, 72
	"	"	"	453		491		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	104	450	110	474	Apr. 15, 71	Dec. 31, 71
	175	5	"	104	450	110	474	Apr. 15, 71	Dec. 31, 71
	103	4	Mthly.	410		450		Jul. 1, 70	Dec. 31, 70
	106	5	"	399		454		Jan. 1, 71	Dec. 31, 71
	096	2	"	325		375		Jan. 1, 71	Dec. 31, 71
	"	"	"	354		409		Jan. 1, 72	Dec. 31, 72
	220	1	"	274		283		Feb. 1, 71	Jul. 31, 71
	"	"	"	282		291		Aug. 1, 71	Jan. 31, 72
	"	"	"	302		311		Feb. 1, 72	Jan. 31, 73
Dishwasher	159	3	"	370		405		Jan. 31, 71	Jun. 30, 71
	"	"	"	395		430		Jul. 1, 71	Dec. 31, 71
	"	"	"	405		440		Jan. 1, 72	Jun. 30, 72
	"	"	"	415		450		Jul. 1, 72	Dec. 31, 72
	205	5	"	395		432		Jan. 2, 71	Jun. 25, 71
	"	"	"	412		449		Jun. 26, 71	Dec. 31, 71
	"	"	"	430		467		Jan. 1, 72	Jun. 30, 72
	"	"	"	447		484		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	97	402	102	442	Apr. 15, 71	Dec. 31, 71
	175	5	"	97	402	102	442	Apr. 15, 71	Dec. 31, 71
Kitchen Helper (Female)	159	3	Mthly.	305		340		Jan. 1, 71	Jun. 30, 71
	"	"	"	330		365		Jul. 1, 71	Dec. 31, 71
	"	"	"	340		375		Jan. 1, 72	Jun. 30, 72
	"	"	"	350		385		Jul. 1, 72	Dec. 31, 72
	205	5	"	305		345		Jan. 2, 71	Jun. 25, 71
	"	"	"	323		362		Jun. 26, 71	Dec. 31, 71
	"	"	"	340		379		Jan. 1, 72	Jun. 30, 72
	"	"	"	357		396		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	79	342	86	371	Apr. 15, 71	Dec. 31, 71
	175	5	"	79	342	86	371	Apr. 15, 71	Dec. 31, 71
	103	4	Mthly.	297		322		Jul. 1, 70	Dec. 31, 70

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female) (cont'd)	106	5	Mthly.	\$ 329	\$	\$ 362	\$	Jan. 1, 71	Dec. 31, 71
	096	2	"	295		325		Jan. 1, 71	Dec. 31, 71
	"	"	"	321		354		Jan. 1, 72	Dec. 31, 72
	220	1	"	262		280		Feb. 1, 71	Jul. 31, 71
	"	"	"	282		301		Aug. 1, 71	Jan. 31, 72
	"	"	"	302		322		Feb. 1, 72	Jan. 31, 73
<u>Housekeeping</u>									
Laundry Helper (Female)	205	5	"	305		345		Jan. 2, 71	Jun. 25, 71
	"	"	"	323		362		Jun. 26, 71	Dec. 31, 71
	"	"	"	340		379		Jan. 1, 72	Jun. 30, 72
	"	"	"	357		396		Jul. 1, 72	Dec. 31, 72
	175	5	Wkly.	79	342	86	371	Apr. 15, 71	Dec. 31, 71
	106	5	Mthly.	329		362		Jan. 1, 71	Dec. 31, 71
	096	2	"	295		325		Jan. 1, 71	Dec. 31, 71
	"	"	"	321		354		Jan. 1, 72	Dec. 31, 72
Maid	159	3	"	305		340		Jan. 1, 71	Jun. 30, 71
	"	"	"	330		365		Jul. 1, 71	Dec. 31, 71
	"	"	"	340		375		Jan. 1, 72	Jun. 30, 72
	"	"	"	350		385		Jul. 1, 72	Dec. 31, 72
	205	5	"	305		345		Jan. 2, 71	Jun. 25, 71
	"	"	"	323		362		Jun. 26, 71	Dec. 31, 71
	"	"	"	340		379		Jan. 1, 72	Jun. 30, 72
	"	"	"	357		396		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	79	342	86	371	Apr. 15, 71	Dec. 31, 71
	175	5	"	79	342	86	371	Apr. 15, 71	Dec. 31, 71
	103	4	Mthly.	297		322		Jul. 1, 70	Dec. 31, 70
	106	5	"	329		362		Jan. 1, 71	Dec. 31, 71
	096	2	"	295		325		Jan. 1, 71	Dec. 31, 71
	"	"	"	321		354		Jan. 1, 72	Dec. 31, 72
	220	1	"	262		280		Feb. 1, 71	Jul. 31, 71
	"	"	"	282		301		Aug. 1, 71	Jan. 31, 72
	"	"	"	302		322		Feb. 1, 72	Jan. 31, 73
Orderly - Trained	159	3	"	415		450		Jan. 1, 71	Jun. 30, 71
	"	"	"	440		475		Jul. 1, 71	Dec. 31, 71
	"	"	"	450		485		Jan. 1, 72	Jun. 30, 72
	"	"	"	460		495		Jul. 1, 72	Dec. 31, 72
	205	5	"	416		467		Jan. 2, 71	Jun. 25, 71

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agrrt. Rate	Mthly Equi.	Agrrt. Rate	Mthly Equi.	From	To	
Orderly - Trained (cont'd)	205	5	Mthly.	\$ 433	\$	\$ 484	\$	Jun. 26, 71	Dec. 31, 71	
	"	"	"	451		502		Jan. 1, 72	Jun. 30, 72	
	"	"	"	468		519		Jul. 1, 72	Dec. 31, 72	
	027	4	Wkly.	108	468	114	494	Apr. 15, 71	Dec. 31, 71	
	175	5	"	108	468	114	494	Apr. 15, 71	Dec. 31, 71	
	103	4	Mthly.	415		450		Jul. 1, 70	Dec. 31, 70	
	106	5	"	413		439		Jan. 1, 71	Dec. 31, 71	
	220	1	"	395		431		Feb. 1, 71	Jul. 31, 71	
	"	"	"	417		444		Aug. 1, 71	Jan. 31, 72	
	"	"	"	446		475		Feb. 1, 72	Jan. 31, 73	
	Porter-Cleaner	159	3	"	370		405		Jan. 1, 71	Jun. 30, 71
		"	"	"	395		430		Jul. 1, 71	Dec. 31, 71
"		"	"	405		440		Jan. 1, 72	Jun. 30, 72	
"		"	"	415		450		Jul. 1, 72	Dec. 31, 72	
205		5	"	370		408		Jan. 2, 71	Jun. 25, 71	
"		"	"	387		425		Jun. 26, 71	Dec. 31, 71	
"		"	"	405		442		Jan. 1, 72	Jun. 30, 72	
"		"	"	422		459		Jul. 1, 72	Dec. 31, 72	
027		4	Wkly.	97	420	102	442	Apr. 15, 71	Dec. 31, 71	
175		5	"	97	420	102	442	Apr. 15, 71	Dec. 31, 71	
103		4	Mthly.	368		400		Jul. 1, 70	Dec. 31, 70	
106		5	"	387		407		Jan. 1, 71	Dec. 31, 71	
096		2	"	380		415		Jan. 1, 71	Dec. 31, 71	
096		"	"	414		452		Jan. 1, 72	Dec. 31, 72	
220		1	"	316		335		Feb. 1, 71	Jul. 31, 71	
"		"	"	325		345		Aug. 1, 71	Jan. 31, 72	
"		"	"	348		369		Feb. 1, 72	Jan. 31, 73	
Seamstress		027	4	Wkly.	82	355	89	384	Apr. 15, 71	Dec. 31, 71
		175	5	"	82	355	89	384	Apr. 15, 71	Dec. 31, 71
	103	4	Mthly.	310		335		Jul. 1, 70	Dec. 31, 70	
	106	5	"	329		362		Jan. 1, 71	Dec. 31, 71	
Storemen	205	5	"	498		535		Jan. 2, 71	Jun. 25, 71	
	"	"	"	515		552		Jun. 26, 71	Dec. 31, 71	
	"	"	"	532		569		Jan. 1, 72	Jun. 30, 72	
	"	"	"	549		586		Jul. 1, 72	Dec. 31, 72	

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Storemen (cont'd)	103	4	Mthly.	\$ 450	\$	\$ 490	\$	Jul. 1, 70	Dec. 31, 70
	106	5	"	397		430		Jan. 1, 71	Dec. 31, 71
Washmen	205	5	"	383		421		Jan. 2, 71	Jun. 25, 71
	"	"	"	400		438		Jun. 26, 71	Dec. 31, 71
	"	"	"	417		455		Jan. 1, 72	Jun. 30, 72
	"	"	"	434		472		Jul. 1, 72	Dec. 31, 72
	175	5	Wkly.	111	479	116	500	Apr. 15, 71	Dec. 31, 71
	106	5	Mthly.	437		472		Jan. 1, 71	Dec. 31, 71
	096	2	"	310		360		Jan. 1, 71	Dec. 31, 71
	"	"	"	338		392		Jan. 1, 72	Dec. 31, 72
<u>Maintenance & Engineering</u>									
Carpenter	205	5	"	523		569		Jan. 2, 71	Jun. 25, 71
	"	"	"	540		586		Jun. 26, 71	Dec. 31, 71
	"	"	"	566		612		Jan. 1, 72	Jun. 30, 72
	"	"	"	584		630		Jul. 1, 72	Dec. 31, 72
	175	5	Wkly.	137	593	151	654	Apr. 15, 71	Dec. 31, 71
Electrician	205	5	Mthly.	599		657		Jan. 2, 71	Jun. 25, 71
	"	"	"	616		674		Jun. 26, 71	Dec. 31, 71
	"	"	"	642		700		Jan. 1, 72	Jun. 30, 72
	"	"	"	660		717		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	151	654	167	722	Apr. 15, 71	Dec. 31, 71
Groundsman	175	5	"	151	654	167	722	Apr. 15, 71	Dec. 31, 71
	159	3	Mthly.	435		470		Jan. 1, 71	Jun. 30, 71
	"	"	"	450		485		Jul. 1, 71	Dec. 31, 71
	"	"	"	460		495		Jan. 1, 72	Jun. 30, 72
	"	"	"	470		505		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	97	420	102	442	Apr. 15, 71	Dec. 31, 71
	175	5	"	97	420	102	442	Apr. 15, 71	Dec. 31, 71
	103	4	Mthly.	368		400		Jul. 1, 70	Dec. 31, 70
	106	5	"	437		472		Jan. 1, 71	Dec. 31, 71
	027	4	Wkly.	123	531	137	593	Apr. 15, 71	Dec. 31, 71
Handyman	175	5	"	123	531	137	593	Apr. 15, 71	Dec. 31, 71

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Maintenance Man I	205	5	Mthly.	\$ 467	\$	\$ 506	\$	Jan. 2, 71	Jun. 25, 71
	"	"	"	484		523		Jun. 26, 71	Dec. 31, 71
	"	"	"	502		541		Jan. 1, 72	Jun. 30, 72
	"	"	"	519		558		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	106	457	112	457	Apr. 15, 71	Dec. 31, 71
	103	4	Mthly.	495		535		Jul. 1, 70	Dec. 31, 70
	106	5	"	531		585		Jan. 1, 71	Dec. 31, 71
	096	2	"	410		455		Jan. 1, 71	Dec. 31, 71
	"	"	"	447		496		Jan. 1, 72	Dec. 31, 72
	220	1	"	395		467		Feb. 1, 71	Jul. 31, 71
	"	"	"	407		481		Aug. 1, 71	Jan. 31, 72
	"	"	"	435		515		Feb. 1, 72	Jan. 31, 73
Maintenance Man II	103	4	"	470		510		Jul. 1, 71	Dec. 31, 70
Painter	205	5	"	490		527		Jan. 2, 71	Jun. 25, 71
	"	"	"	507		544		Jun. 26, 71	Dec. 31, 71
	"	"	"	533		570		Jan. 1, 72	Jun. 30, 72
	"	"	"	550		587		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	130	561	144	624	Apr. 15, 71	Dec. 31, 71
	175	5	"	130	561	144	624	Apr. 15, 71	Dec. 31, 71
	106	5	Mthly.	475		512		Jan. 1, 71	Dec. 31, 71
Plumber	205	5	"	599		657		Jan. 2, 71	Jun. 25, 71
	"	"	"	616		674		Jun. 26, 71	Dec. 31, 71
	"	"	"	642		700		Jan. 1, 72	Jun. 30, 72
	"	"	"	660		717		Jul. 1, 72	Dec. 31, 72
Stationary Engineer 2	037	5	"	610		625		Nov. 1, 70	Apr. 30, 71
	"	"	"	625		640		May 1, 71	Oct. 30, 71
Stationary Engineer 3	099	5	"			595		Nov. 1, 70	Apr. 30, 71
	031	5	"			650		Jan. 1, 71	Dec. 31, 71
	"	"	"			685		Jan. 1, 72	Dec. 31, 72
	105	4	"	550		570		Jan. 1, 70	Dec. 31, 70
	106	5	"	604		644		Jan. 1, 71	Dec. 31, 71

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 4	119	3	Mthly.	\$	\$	\$ 575	\$	Jan. 1, 71	Dec. 31, 71
	031	5	"			620		Jan. 1, 71	Dec. 31, 71
	"	"	"			655		Jan. 1, 72	Dec. 31, 72
	083	2	"			528		May 1, 70	Apr. 30, 71
<u>Nursing</u>									
Ambulance Driver-Attendant	103	4	"	434		470		Jul. 1, 70	Dec. 31, 70
	106	5	"	468		510		Jan. 1, 71	Dec. 31, 71
	096	2	"	440		490		Jan. 1, 71	Dec. 31, 71
	"	"	"	480		534		Jan. 1, 72	Dec. 31, 72
Assistant Head Nurse	231	5	"	575		685		Jul. 4, 70	Jan. 2, 71
	230	4	"	612		727		Dec. 28, 70	Dec. 27, 71
	259	5	"	590		700		Jan. 1, 71	Jul. 4, 71
	"	"	"	600		710		Jul. 5, 71	Dec. 31, 71
Graduate Nurse	231	5	"	500		590		Jul. 4, 70	Jan. 2, 71
	189	5	"	525		650		Jan. 1, 71	Dec. 31, 71
	230	4	"	532		622		Dec. 28, 70	Dec. 27, 71
	259	5	"	517		597		Jan. 1, 71	Jul. 4, 71
	"	"	"	527		607		Jul. 5, 71	Dec. 31, 71
	255	2	"	500		554		Jan. 1, 71	Dec. 31, 71
Nurse's Aide	159	3	"	315		350		Jan. 1, 71	Jun. 30, 71
	"	"	"	340		375		Jul. 1, 71	Dec. 31, 71
	"	"	"	350		385		Jan. 1, 72	Jun. 30, 72
	"	"	"	360		400		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	86	371	91	392	Apr. 15, 71	Dec. 31, 71
	175	5	"	86	371	91	392	Apr. 15, 71	Dec. 31, 71
	103	4	Mthly.	297		322		Jul. 1, 70	Dec. 31, 70
	096	2	"	315		342		Jan. 1, 71	Dec. 31, 71
	"	"	"	343		373		Jan. 1, 72	Dec. 31, 72

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nurse	231	5	Mthly.	\$ 535	\$	\$ 645	\$	Jul. 4, 70	Jan. 2, 71
	189	5	"	565		690		Jan. 1, 71	Dec. 31, 71
	230	4	"	572		682		Dec. 28, 70	Dec. 27, 71
	259	5	"	555		655		Jan. 1, 71	Jul. 4, 71
	"	"	"	565		665		Jul. 5, 71	Dec. 31, 71
	255	2	"	540		600		Jan. 1, 71	Dec. 31, 71
Registered Nursing Assistant	159	3	"	380		415		Jan. 1, 71	Jun. 30, 71
	"	"	"	405		440		Jul. 1, 71	Dec. 31, 71
	"	"	"	415		450		Jan. 1, 72	Jun. 30, 72
	"	"	"	425		460		Jul. 1, 72	Dec. 31, 72
	205	5	"	405		443		Jan. 2, 71	Jun. 25, 71
	"	"	"	422		460		Jun. 26, 71	Dec. 31, 71
	"	"	"	448		486		Jan. 1, 72	Jun. 30, 72
	"	"	"	466		504		Jul. 1, 72	Dec. 31, 72
	027	4	Wkly.	100	433	106	457	Apr. 15, 71	Dec. 31, 71
	175	5	"	100	433	106	457	Apr. 15, 71	Dec. 31, 71
	103	4	Mthly.	369		400		Jul. 1, 70	Dec. 31, 70
	106	5	"	413		439		Jan. 1, 71	Dec. 31, 71
	096	2	"	380		425		Jan. 1, 71	Dec. 31, 71
	"	"	"	414		463		Jan. 1, 72	Dec. 31, 72
	220	1	"	395		431		Feb. 1, 71	Jul. 31, 71
	"	"	"	417		444		Aug. 1, 71	Jan. 31, 72
	"	"	"	446		475		Feb. 1, 72	Jan. 31, 73
	<u>Nursing Education</u>								
Teacher	174	5	"	620		740		Jan. 3, 71	Jul. 3, 71
	"	"	"	630		750		Jul. 4, 71	Jan. 2, 72
	230	4	"	667		792		Dec. 28, 70	Dec. 27, 71
	259	5	"	639		749		Jan. 1, 71	Jul. 4, 71
"	"	"	655		765		Jul. 5, 71	Dec. 31, 71	

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Dietary</u>									
Cook	142	5	Mthly.	\$ 430	\$	\$ 464	\$	Jan. 1, 71	Jun. 30, 71
	"	"	"	449		483		Jul. 1, 71	Dec. 31, 71
	151	4	"	430		464		Jan. 1, 71	Jun. 30, 71
	"	"	"	449		483		Jul. 1, 71	Dec. 31, 71
	056	"	Hrly.	2.12	367	2.28	395	July 5, 70	Dec. 31, 71
	141	3	Mthly.	337		371		Jan. 1, 71	Jun. 30, 71
Dishwasher	"	"	"	356		390		Jul. 1, 71	Nov. 15, 71
	208	2	"	370		395		Jan. 1, 71	Aug. 18, 71
	142	5	"	378		412		Jan. 1, 71	Jun. 30, 71
	"	"	"	401		435		Jul. 1, 71	Dec. 31, 71
	141	3	"	378		412		Jan. 1, 71	Jun. 30, 71
	"	"	"	401		435		Jul. 1, 71	Nov. 15, 71
Kitchen Helper (Female)	142	5	"	297		331		Jan. 1, 71	Jun. 30, 71
	"	"	"	316		350		Jul. 1, 71	Dec. 31, 71
	056	4	Hrly.	1.87	324	2.00	347	Jul. 5, 70	Dec. 31, 71
	141	3	Mthly.	297		331		Jan. 1, 71	Jun. 30, 71
	"	"	"	316		350		Jul. 1, 71	Nov. 15, 71
	208	2	"	290		315		Jan. 1, 71	Aug. 18, 71
<u>Housekeeping</u>									
Laundry Helper (Female)	142	5	"	297		331		Jan. 1, 71	Jun. 30, 71
	"	"	"	316		350		Jul. 1, 71	Dec. 31, 71
	056	4	Hrly.	1.82	315	1.95	338	Jul. 5, 70	Dec. 31, 71
	141	3	Mthly.	297		331		Jan. 1, 71	Jun. 30, 71
	"	"	"	316		350		Jul. 1, 71	Nov. 15, 71
	062	2	"	290		315		Jan. 1, 71	Sep. 30, 71
	"	"	"	315		335		Oct. 1, 71	Jun. 30, 72
	"	"	"	335		355		Jul. 1, 72	Dec. 31, 72
208	"	"	290		315		Jan. 1, 71	Aug. 18, 71	

Table 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data								
			Pay Period	Minimum		Maximum		Effective			
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To		
Maid	142	5	Mthly.	\$ 297	\$	\$ 331	\$	Jan. 1, 71	Jun. 30, 71		
	"	"	"	316		350		Dec. 31, 71			
	151	4	"	297		331		Jan. 1, 71	Jun. 30, 71		
	"	"	"	316		350		Jul. 1, 71	Dec. 31, 71		
	056	"	Hrly.	1.82		315		1.95	338	Jul. 5, 70	Dec. 31, 71
	116	3	Mthly.	307		341		Jan. 1, 71	Jun. 30, 71		
	"	"	"	326		360		Jul. 1, 71	Dec. 31, 71		
	141	3	"	297		331		Jan. 1, 71	Jun. 30, 71		
	"	"	"	316		350		Jul. 1, 71	Nov. 15, 71		
	171	"	"	295		329		Jan. 1, 71	Jun. 30, 71		
	"	"	"	316		350		Jul. 1, 71	Dec. 31, 71		
	062	2	"	290		315		Jan. 1, 71	Sep. 30, 71		
Orderly - Trained	"	"	"	315	335	Oct. 1, 71	Jun. 30, 72				
	"	"	"	335	355	Jul. 1, 72	Dec. 31, 72				
	208	"	"	290	315	Jan. 1, 71	Aug. 18, 71				
	142	5	"	398	406	449	440	Jan. 1, 71	Jun. 30, 71		
	"	"	"	419		470		Jul. 1, 71	Dec. 31, 71		
	151	4	"	415		449		Jan. 1, 71	Jun. 30, 71		
	"	"	"	436		470		Jul. 1, 71	Dec. 31, 71		
	056	4	Hrly.	2.34		2.54		Jul. 5, 70	Dec. 31, 71		
	116	3	Mthly.	398		449		Jan. 1, 71	Jun. 30, 71		
	"	"	"	419		470		Jul. 1, 71	Dec. 31, 71		
	141	3	"	398		449		Jan. 1, 71	Jun. 30, 71		
	"	"	"	419		470		Jul. 1, 71	Nov. 15, 71		
171	"	"	411	445		Jan. 1, 71		Jun. 30, 71			
"	"	"	436	470		Jul. 1, 71		Dec. 31, 71			
208	2	"	380	415		Jan. 1, 71		Aug. 18, 71			
Porter-Cleaner	142	5	"	378		412		Jan. 1, 71	Jun. 30, 71		
	"	"	"	401		435		Jul. 1, 71	Dec. 31, 71		
	151	4	"	378		412		Jan. 1, 71	Jun. 30, 71		
	"	"	"	401		435		Jul. 1, 71	Dec. 31, 71		

Table 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Porter-Cleaner (cont'd)	056	4	Hrly.	\$ 2.07	\$ 359	\$ 2.24	\$ 388	Jul. 5, 70	Dec. 31, 71
	116	3	Mthly.	378		412		Jan. 1, 71	Jun. 30, 71
	"	"	"	401		435		Jul. 1, 71	Dec. 31, 71
	141	3	"	378		412		Jan. 1, 71	Jun. 30, 71
	"	"	"	401		435		Jul. 1, 71	Nov. 15, 71
	062	2	"	393		417		Jan. 1, 71	Sep. 30, 71
	"	"	"	410		440		Oct. 1, 71	Jun. 30, 72
Seamstress	"	"	"	435		465		Jul. 1, 72	Dec. 31, 72
	208	"	"	375		405		Jan. 1, 71	Aug. 18, 71
	142	5	"	312		346		Jan. 1, 71	Jun. 30, 71
	"	"	"	331		365		Jul. 1, 71	Dec. 31, 71
	151	4	"	317		351		Jan. 1, 71	Jun. 30, 71
	"	"	"	336		370		Jul. 1, 71	Dec. 31, 71
	056	4	Hrly.	1.88	326	2.03	352	Jul. 5, 70	Dec. 31, 71
Storeman	116	3	Mthly.	312		346		Jan. 1, 71	Jun. 30, 71
	"	"	"	331		365		Jul. 1, 71	Dec. 31, 71
	141	3	"	312		346		Jan. 1, 71	Jun. 30, 71
	"	"	"	331		365		Jul. 1, 71	Nov. 15, 71
	171	"	"	295		329		Jan. 1, 71	Jun. 30, 71
	"	"	"	316		350		Jul. 1, 71	Dec. 31, 71
	141	3	"	440		474		Jan. 1, 71	Jun. 30, 71
Washman	"	"	"	466		500		Jul. 1, 71	Nov. 15, 71
	142	5	"	402		436		Jan. 1, 71	Jun. 30, 71
	"	"	"	425		459		Jul. 1, 71	Dec. 31, 71
	056	4	Hrly.	2.07	359	2.29	397	Jul. 5, 70	Dec. 31, 71
	171	3	Mthly.	380		414		Jan. 1, 71	Jun. 30, 71
	"	"	"	409		443		Jul. 1, 71	Dec. 31, 71
	<u>Maintenance & Engineering</u>								
Electrician	142	5	"	552		586		Jan. 1, 71	Jun. 30, 71
	"	"	"	575		609		Jul. 1, 71	Dec. 31, 71

Table 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Electrician (cont'd)	141	3	Mthly.	\$ 512	\$	\$ 546	\$	Jan. 1, 71	Jun. 30, 71
	"	"	"	535		569		Jul. 1, 71	Nov. 15, 71
Groundsman	056	4	Hrly.	2.07	359	2.24	388	Jul. 5, 70	Dec. 31, 71
Handyman	056	4	"	2.33	404	2.43	421	Jul. 5, 70	Dec. 31, 71
	171	3	Mthly.	427		461		Jan. 1, 71	Jun. 30, 71
	"	"	"	448		482		Jul. 1, 71	Dec. 31, 71
	208	2	"	440		460		Jan. 1, 71	Aug. 18, 71
Maintenance Man I	142	5	"	461		495		Jan. 1, 71	Jun. 30, 71
	"	"	"	490		524		Jul. 1, 71	Dec. 31, 71
	151	4	"	461		495		Jan. 1, 71	Jun. 30, 71
	"	"	"	490		524		Jul. 1, 71	Dec. 31, 71
	116	3	"	461		495		Jan. 1, 71	Jun. 30, 71
	"	"	"	490		524		Jul. 1, 71	Dec. 31, 71
Maintenance Man II	142	5	"	440		474		Jan. 1, 71	Jun. 30, 71
	"	"	"	466		500		Jul. 1, 71	Dec. 31, 71
	151	4	"	440		474		Jan. 1, 71	Jun. 30, 71
	"	"	"	466		500		Jul. 1, 71	Dec. 31, 71
	116	3	"	440		474		Jan. 1, 71	Jun. 30, 71
	"	"	"	466		500		Jul. 1, 71	Dec. 31, 71
Painter	142	5	"	440		474		Jan. 1, 71	Jun. 30, 71
	"	"	"	466		500		Jul. 1, 71	Dec. 31, 71
	141	3	"	440		474		Jan. 1, 71	Jun. 30, 71
	"	"	"	466		500		Jul. 1, 71	Nov. 15, 71
Stationary Engineer 3	164	4	Hrly.			3.25	563	Jul. 1, 70	Jun. 30, 71
	056	4	"	2.98	516	3.13	543	Jul. 5, 70	Dec. 31, 71
Stationary Engineer 4	077	5	"	3.33	577			Jan. 1, 71	Jun. 30, 71
	"	"	"	3.45	598			Jul. 1, 71	Dec. 31, 71

Table 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly. Equi.	Agrt. Rate	Mthly. Equi.	From	To
Stationary Engineer 4	056	4	Hrly.	\$ 2.78	\$ 482	\$ 2.93	\$ 508	Jul. 5, 70	Dec. 31, 71
	116	3	Mthly.			527		Jan. 1, 71	Jun. 30, 71
	"	"	"			550		Jul. 1, 71	Dec. 31, 71
	141	3	"			507		Jan. 1, 71	Jun. 30, 71
	"	"	"			530		Jul. 1, 71	Nov. 15, 71
	171	"	"	464		498		Jan. 1, 71	Jun. 30, 71
	"	"	"	490		524		Jul. 1, 71	Dec. 31, 71
	245	"	"			555		Nov. 1, 70	Jun. 30, 71
	"	"	"			575		Jul. 1, 71	Feb. 29, 72
	"	"	"			600		Mar. 1, 72	Oct. 31, 72
<u>Nursing</u>	062	2	"			490		Jan. 1, 71	Sep. 30, 71
	"	"	"			520		Oct. 1, 71	Jun. 30, 72
	"	"	"			545		Jul. 1, 72	Dec. 31, 72
	Ambulance Driver-Attendant I	142	"	426		477		Jan. 1, 71	Jun. 30, 71
		"	"	449		500		Jul. 1, 71	Dec. 31, 71
	056	4	Hrly.	2.41	418	2.71	470	Jul. 5, 70	Dec. 31, 71
	171	3	Mthly.	443		477		Jan. 1, 71	Jun. 30, 71
	"	"	"	466		500		Jul. 1, 71	Dec. 31, 71
	062	2	"	390		410		Jan. 1, 71	Sep. 30, 71
	"	"	"	410		440		Oct. 1, 71	Jun. 30, 72
Ambulance Driver-Attendant II	"	"	"	435		465		Jul. 1, 72	Dec. 31, 72
	208	"	"	420		455		Jan. 1, 71	Aug. 18, 71
	142	5	"	411		462		Jan. 1, 71	Jun. 30, 71
	"	"	"	434		485		Jul. 1, 71	Dec. 31, 71
	171	3	"	428		462		Jan. 1, 71	Jun. 30, 71
	"	"	"	451		485		Jul. 1, 71	Dec. 31, 71
	Assistant Head Nurse	217	Mthly.	606		716		Jan. 1, 71	Jun. 30, 71
		"	"	608		718		Jul. 1, 71	Dec. 31, 71
	Graduate Nurse	217	"	533		623		Jan. 1, 71	Jun. 30, 71
		"	"	535		625		Jul. 1, 71	Dec. 31, 71

Table 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Nurse's Aide	151	4	Mthly.	\$ 322	\$	\$ 356	\$	Jan. 1, 71	Jun. 30, 71
	"	"	"	341		375		Jul. 1, 71	Dec. 31, 71
	056	"	Hrly.	1.95	338	2.12	367	Jul. 5, 70	Dec. 31, 71
	116	3	Mthly.	322		356		Jan. 1, 71	Jun. 30, 71
	"	"	"	341		375		Jul. 1, 71	Dec. 31, 71
	062	2	"	300		335		Jan. 1, 71	Sep. 30, 71
	"	"	"	325		355		Oct. 1, 71	Jun. 30, 72
	"	"	"	345		375		Jul. 1, 72	Dec. 31, 72
Registered Nurse	208	"	"	300		335		Jan. 1, 71	Aug. 18, 71
	217	2	"	568		668		Jan. 1, 71	Jun. 30, 71
	"	"	"	570		670		Jul. 1, 71	Dec. 31, 71
Registered Nursing Assistant	142	5	"	390		441		Jan. 1, 71	Jun. 30, 71
	"	"	"	416		467		Jul. 1, 71	Dec. 31, 71
	151	4	"	390		441		Jan. 1, 71	Jun. 30, 71
	"	"	"	416		467		Jul. 1, 71	Dec. 31, 71
	056	"	Hrly.	2.34	406	2.54	440	Jul. 5, 70	Dec. 31, 71
	116	3	Mthly.	390		441		Jan. 1, 71	Jun. 30, 71
	"	"	"	416		467		Jul. 1, 71	Dec. 31, 71
	141	3	"	390		441		Jan. 1, 71	Jun. 30, 71
	"	"	"	416		467		Jul. 1, 71	Nov. 15, 71
	171	"	"	387		438		Jan. 1, 71	Jun. 30, 71
	"	"	"	416		467		Jul. 1, 71	Dec. 31, 71
	062	2	"	380		415		Jan. 1, 71	Sep. 30, 71
"	"	"	410		440		Oct. 1, 71	Jun. 30, 72	
"	"	"	435		465		Jul. 1, 72	Dec. 31, 72	
208	"	"	380		415		Jan. 1, 71	Aug. 18, 71	

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	192	2	Mthly.	\$ 353	\$	\$ 390	\$	Jan. 1, 71	Dec. 31, 71
	"	"		358		396		Jan. 1, 72	Mar. 31, 72
	054	1		402		458		Jan. 1, 71	Dec. 31, 71
	"	"		417		473		Jan. 1, 72	Dec. 31, 72
	185	"		390		447		May 1, 70	Apr. 30, 71
	"	"	412	469	May 1, 71	Apr. 30, 72			
Clerk II	192	2	"	390		431		Jan. 1, 71	Dec. 31, 71
	"	"	"	396		437		Jan. 1, 72	Mar. 31, 72
	185	1	"	418		485		May 1, 70	Apr. 30, 71
	"	"	"	440		507		May 1, 71	Apr. 30, 72
Clerk-Typist	095	3	"	348		374		Jan. 1, 71	Jun. 30, 71
	"	"	"	358		385		Jul. 1, 71	Dec. 31, 71
	"	"	"	380		408		Jan. 1, 72	Dec. 31, 72
	192	2	"	410		453		Jan. 1, 71	Dec. 31, 71
	"	"	"	416		460		Jan. 1, 72	Mar. 31, 72
Stenographer - Medical	095	3	"	407		442		Jan. 1, 71	Jun. 30, 71
	"	"	"	416		455		Jul. 1, 71	Dec. 31, 71
	"	"	"	441		482		Jan. 1, 72	Dec. 31, 72
	192	2	"	390		431		Jan. 1, 71	Dec. 31, 71
	"	"	"	396		437		Jan. 1, 72	Mar. 31, 72
Switchboard or Telephone Operator	095	3	"	335		361		Jan. 1, 71	Jun. 30, 71
	"	"	"	345		371		Jul. 1, 71	Dec. 31, 71
	"	"	"	365		394		Jan. 1, 72	Dec. 31, 72
	192	2	"	336		371		Jan. 1, 71	Dec. 31, 71
	"	"	"	341		377		Jan. 1, 72	Mar. 31, 72
<u>Dietary</u>									
Cook	024	3	"	400		428		Sep. 28, 70	Dec. 31, 70
	061	4	"	444		474		Jan. 1, 71	Sep. 30, 71
	"	"	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72

Table 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Cook (cont'd)	082	4	Mthly.	\$ 444	\$	\$ 474	\$	Jan. 1, 71	Sep. 30, 71	
	"	"	"	468		498		Oct. 1, 71	Apr. 30, 72	
	"	"	"	494		524		May 1, 72	Sep. 30, 72	
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72	
	049	"	"	341		372		Apr. 27, 70	Apr. 30, 71	
	091	"	"	435		494		May 1, 71	Oct. 31, 71	
	"	"	"	450		509		Nov. 1, 71	Apr. 30, 72	
	"	"	"	490		549		May 1, 72	Apr. 30, 73	
	192	2	"	410		453		Jan. 1, 71	Dec. 31, 71	
	"	"	"	416		460		Jan. 1, 72	Mar. 31, 72	
	258	1	"	391		420		Jan. 1, 71	Dec. 31, 71	
	023	3	"	365		420		May 15, 70	May 14, 71	
	038	"	"	437		480		Jan. 1, 71	Dec. 31, 71	
	"	"	"	462		505		Jan. 1, 72	Jun. 30, 72	
	148	"	"	495		525		Apr. 1, 71	Dec. 31, 71	
	"	"	"	520		550		Jan. 1, 72	Mar. 31, 72	
	"	"	"	530		560		Apr. 1, 72	Dec. 31, 72	
	194	1	"	340		380		Jan. 1, 71	Dec. 31, 71	
	Dishwasher	095	3	"	328		354		Jan. 1, 71	Jun. 30, 71
		"	"	"	337		364		Jul. 1, 71	Dec. 31, 71
"		"	"	357		385		Jan. 1, 72	Dec. 31, 72	
140		5	"	305		330		Jan. 1, 70	Dec. 31, 70	
Kitchen Helper (Female)	024	3	"	270		315		Sep. 28, 70	Dec. 31, 70	
	095	"	"	309		335		Jan. 1, 71	Jun. 30, 71	
	"	"	"	318		345		Jul. 1, 71	Dec. 31, 71	
	"	"	"	337		365		Jan. 1, 72	Dec. 31, 72	
	140	5	"	291		319		Jan. 1, 70	Dec. 31, 70	
	229	4	"	290		320		Jul. 6, 70	Jun. 30, 71	
	061	4	"	310		328		Jan. 1, 71	Sep. 30, 71	
	"	"	"	328		358		Oct. 1, 71	Apr. 30, 72	
	"	"	"	346		376		May 1, 72	Sep. 30, 72	
	"	"	"	365		395		Oct. 1, 72	Dec. 31, 72	
	082	"	"	310		328		Jan. 1, 71	Sep. 30, 71	
	"	"	"	328		358		Oct. 1, 71	Apr. 30, 72	
	"	"	"	346		376		May 1, 72	Sep. 30, 72	
	"	"	"	365		395		Oct. 1, 72	Dec. 31, 72	
	258	1	"	323		351		Jan. 1, 71	Dec. 31, 71	

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female) (cont'd)	023	3	Mthly.	\$ 300	\$	\$ 345	\$	May 15, 70	May 14, 71
	038	"	"	318		335		Jan. 1, 71	Dec. 31, 71
	"	"	"	343		360		Jan. 1, 72	Jun. 30, 72
	148	"	"	290		320		Apr. 1, 71	Dec. 31, 71
	"	"	"	315		345		Jan. 1, 72	Mar. 31, 72
	"	"	"	325		355		Apr. 1, 72	Dec. 31, 72
	194	1	"	260		310		Jan. 1, 71	Dec. 31, 71
<u>Housekeeping</u>									
Laundry Helper (Female)	024	3	"	270		315		Sep. 28, 70	Dec. 31, 70
	140	5	"	291		319		Jan. 1, 70	Dec. 31, 70
	061	4	"	318		348		Jan. 1, 71	Sep. 30, 71
	"	"	"	336		366		Oct. 1, 71	Apr. 30, 72
	"	"	"	354		384		May 1, 72	Sep. 30, 72
	"	"	"	373		403		Oct. 1, 72	Dec. 31, 72
	082	"	"	318		348		Jan. 1, 71	Sep. 30, 71
	"	"	"	336		366		Oct. 1, 71	Apr. 30, 72
	"	"	"	354		384		May 1, 72	Sep. 30, 72
	"	"	"	373		403		Oct. 1, 72	Dec. 31, 72
	258	1	"	323		351		Jan. 1, 71	Dec. 31, 71
	038	3	"	323		348		Jan. 1, 71	Dec. 31, 71
	"	"	"	348		373		Jan. 1, 72	Jun. 30, 72
	148	"	"	290		320		Apr. 1, 71	Dec. 31, 71
	"	"	"	315		345		Jan. 1, 72	Mar. 31, 72
	"	"	"	325		355		Apr. 1, 72	Dec. 31, 72
	194	1	"	260		310		Jan. 1, 71	Dec. 31, 71
<u>Maid</u>									
	024	3	"	270		315		Sep. 28, 70	Dec. 31, 70
	140	5	"	291		319		Jan. 1, 70	Dec. 31, 70
	229	4	"	290		320		Jul. 6, 70	Jun. 30, 71
	061	4	"	310		340		Jan. 1, 71	Sep. 30, 71
	"	"	"	328		358		Oct. 1, 71	Apr. 30, 72
	"	"	"	346		376		May 1, 72	Sep. 30, 72
	"	"	"	365		395		Oct. 1, 71	Dec. 31, 72
	082	"	"	310		340		Jan. 1, 71	Sep. 30, 71
	"	"	"	328		358		Oct. 1, 71	Apr. 30, 72
	"	"	"	346		376		May 1, 72	Sep. 30, 72
	"	"	"	365		395		Oct. 1, 72	Dec. 31, 72
	091	"	"	310		350		May 1, 71	Oct. 31, 71
	"	"	"	330		370		Nov. 1, 71	Apr. 30, 72
	"	"	"	350		390		May 1, 72	Apr. 30, 73

Table 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maid (cont'd)	192	2	Mthly.	\$ 290	\$	\$ 320	\$	Jan. 1, 71	Dec. 31, 71
	"	"	"	294		325		Jan. 1, 72	Mar. 31, 72
	258	1	"	323		351		Jan. 1, 71	Dec. 31, 71
	023	3	"	290		330		May 15, 70	May 14, 71
	038	"	"	314		335		Jan. 1, 71	Dec. 31, 71
	"	"	"	339		360		Jan. 1, 72	Jun. 30, 72
	054	1	"	300		336		Jan. 1, 71	Dec. 31, 71
	"	"	"	315		351		Jan. 1, 72	Dec. 31, 72
	147	"	"	330		365		Feb. 15, 71	Feb. 14, 72
	148	3	"	290		320		Apr. 1, 71	Dec. 31, 71
	"	"	"	315		345		Jan. 1, 72	Mar. 31, 72
	"	"	"	325		355		Apr. 1, 72	Dec. 31, 72
	194	1	"	260		310		Jan. 1, 71	Dec. 31, 71
	Orderly - Trained	024	3	"	379		436		Sep. 28, 70
095		3	"	447		489		Jan. 1, 71	Jun. 30, 71
"		"	"	460		503		Jul. 1, 71	Dec. 31, 71
"		"	"	487		533		Jan. 1, 72	Dec. 31, 72
140		5	"	397		452		Jan. 1, 70	Dec. 31, 70
229		4	"	410		460		Jul. 6, 70	Jun. 30, 71
061		4	"	444		474		Jan. 1, 71	Sep. 30, 71
"		"	"	468		498		Oct. 1, 71	Apr. 30, 72
"		"	"	494		524		May 1, 72	Sep. 30, 72
"		"	"	520		550		Oct. 1, 72	Dec. 31, 72
082		"	"	444		474		Jan. 1, 71	Sep. 30, 71
"		"	"	468		498		Oct. 1, 71	Apr. 31, 72
"		"	"	494		524		May 1, 72	Sep. 30, 72
"		"	"	520		550		Oct. 1, 72	Dec. 31, 72
049		4	"	377		424		Apr. 27, 70	Apr. 30, 71
091		"	"	451		491		May 1, 71	Oct. 31, 71
"		"	"	461		501		Nov. 1, 71	Apr. 30, 72
"		"	"	500		540		May 1, 72	Apr. 30, 73
192		2	"	415		458		Jan. 1, 71	Dec. 31, 71
"		"	"	421		466		Jan. 1, 72	Mar. 31, 72
023		3	"	410		450		May 15, 70	May 14, 71
038		"	"	382		435		Jan. 1, 71	Dec. 31, 71
"		"	"	407		460		Jan. 1, 72	Jun. 30, 72
054		1	"	422		492		Jan. 1, 71	Dec. 31, 71
"		"	"	437		507		Jan. 1, 72	Dec. 31, 72
147		"	"	426		483		Feb. 15, 71	Feb. 14, 72

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Orderly - Trained (cont'd)	148	3	Mthly.	\$ 400	\$	\$ 430	\$	Apr. 1, 71	Dec. 31, 71
	"	"	"	425		455		Jan. 1, 72	Mar. 31, 72
	"	"	"	435		465		Apr. 1, 72	Dec. 31, 72
	194	1	"	415		460		Jan. 1, 71	Dec. 31, 71
Porter-Cleaner	024	3	"	335		401		Sep. 28, 70	Dec. 31, 70
	095	"	"	376		415		Jan. 1, 71	Jun. 30, 71
	"	"	"	386		426		Jul. 1, 71	Dec. 31, 72
	"	"	"	410		452		Jan. 1, 72	Dec. 31, 72
	140	5	"	352		407		Jan. 1, 70	Dec. 31, 70
	229	4	"	360		410		Jul. 6, 70	Jun. 30, 71
	061	4	"	398		428		Jan. 1, 71	Sep. 30, 71
	"	"	"	422		452		Oct. 1, 71	Apr. 30, 72
	"	"	"	445		476		May 1, 72	Sep. 30, 72
	"	"	"	470		500		Oct. 1, 72	Dec. 31, 72
	082	"	"	398		428		Jan. 1, 71	Sep. 30, 71
	"	"	"	422		452		Oct. 1, 71	Apr. 30, 72
	"	"	"	445		476		May 1, 72	Sep. 30, 72
	"	"	"	470		500		Oct. 1, 72	Dec. 31, 72
	049	4	"	341		372		Apr. 27, 70	Apr. 30, 71
	091	"	"	395		435		May 1, 71	Oct. 31, 71
	"	"	"	407		447		Nov. 1, 71	Apr. 30, 72
	"	"	"	450		490		May 1, 72	Apr. 30, 73
	192	2	"	356		393		Jan. 1, 71	Dec. 31, 71
	"	"	"	361		399		Jan. 1, 72	Mar. 31, 72
	038	3	"	348		383		Jan. 1, 71	Dec. 31, 71
	"	"	"	373		408		Jan. 1, 72	Jun. 30, 72
	147	1	"	377		417		Feb. 15, 71	Feb. 14, 72
	148	3	"	350		380		Apr. 1, 71	Dec. 31, 71
	"	"	"	375		405		Jan. 1, 72	Mar. 31, 72
	"	"	"	385		415		Apr. 1, 72	Dec. 31, 72
	194	1	"	375		420		Jan. 1, 71	Dec. 31, 71
Seamstress	024	3	"	280		329		Sep. 28, 70	Dec. 31, 70
	095	"	"	329		361		Jan. 1, 71	Jun. 30, 71
	"	"	"	338		371		Jul. 1, 71	Dec. 31, 71
	"	"	"	358		394		Jan. 1, 72	Dec. 31, 72
	229	4	"	305		335		Jul. 6, 70	Jun. 30, 71
	061	4	"	329		359		Jan. 1, 71	Sep. 30, 71
	"	"	"	348		378		Oct. 1, 71	Apr. 30, 72
	"	"	"	366		396		May 1, 72	Sep. 30, 72
	"	"	"	385		415		Oct. 1, 72	Dec. 31, 72

Table 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly. Equi.	Agrt. Rate	Mthly. Equi.	From	To	
Seamstress (cont'd)	082	4	Mthly.	\$ 329	\$	\$ 359	\$	Jan. 1, 71	Sep. 30, 71	
	"	"	"	348		378		Oct. 1, 71	Apr. 30, 72	
	"	"	"	366		396		May 1, 72	Sep. 30, 72	
	"	"	"	385		415		Oct. 1, 72	Dec. 31, 72	
	049	"	"	281		303		Apr. 27, 70	Apr. 30, 71	
	192	2	"	305		336		Jan. 1, 71	Dec. 31, 71	
	"	"	"	310		341		Jan. 1, 72	Mar. 31, 72	
	023	3	"	290		330		May 15, 70	May 14, 71	
	148	"	"	300		330		Apr. 1, 71	Dec. 31, 71	
	"	"	"	325		355		Jan. 1, 72	Mar. 31, 72	
	"	"	"	335		365		Apr. 1, 72	Dec. 31, 72	
	Storemen	095	3	"	478		530		Jan. 1, 71	Jun. 30, 71
		"	"	"	491		545		Jul. 1, 71	Dec. 31, 71
		"	"	"	521		577		Jan. 1, 72	Dec. 31, 72
061		4	"	444		474		Jan. 1, 71	Sep. 30, 71	
"		"	"	468		498		Oct. 1, 71	Apr. 30, 72	
"		"	"	494		524		May 1, 72	Sep. 30, 72	
"		"	"	520		550		Oct. 1, 72	Dec. 31, 72	
082		"	"	444		474		Jan. 31, 71	Sep. 30, 71	
"		"	"	468		498		Oct. 1, 71	Apr. 30, 72	
"		"	"	494		524		May 1, 72	Sep. 30, 72	
"		"	"	520		550		Oct. 1, 72	Dec. 31, 72	
Washman		140	5	"	380		435		Jan. 1, 70	Dec. 31, 70
		061	4	"	408		438		Jan. 1, 71	Sep. 30, 71
		"	"	"	432		462		Oct. 1, 71	Apr. 30, 72
	"	"	"	456		486		May 1, 72	Sep. 30, 72	
	"	"	"	480		510		Oct. 1, 72	Dec. 31, 72	
	082	"	"	454		484		Jan. 1, 71	Sep. 30, 71	
	"	"	"	478		508		Oct. 1, 71	Apr. 30, 72	
	"	"	"	504		534		May 31, 72	Sep. 30, 72	
	"	"	"	530		560		Oct. 1, 72	Dec. 31, 72	
	023	3	"	380		425		May 15, 70	May 14, 71	
	<u>Maintenance & Engineering</u>									
	Carpenter	024	3	"	485		560		Sep. 28, 70	Dec. 31, 70
		140	5	"	494		575		Jan. 1, 70	Dec. 31, 70

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.	From	To
Carpenter (cont'd)	091	4	Mthly.	\$ 532	\$	\$ 571	\$	May 1, 71	Oct. 31, 71
	"	"	"	560		599		Nov. 1, 71	Apr. 30, 72
	"	"	"	617		656		May 1, 72	Apr. 30, 73
	089	3	Hrly.			3.87	671	Jan. 7, 71	Jan. 6, 72
	148	"	Mthly.	465		495		Apr. 1, 71	Dec. 31, 71
	"	"	"	490		520		Jan. 1, 72	Mar. 31, 72
	"	"	"	500		530		Apr. 1, 72	Dec. 31, 72
Electrician	024	3	"	485		560		Sep. 28, 70	Dec. 31, 70
	140	5	"	494		575		Jan. 1, 70	Dec. 31, 70
	091	4	"	532		571		May 1, 71	Oct. 31, 71
	"	"	"	560		599		Nov. 1, 71	Apr. 30, 72
	"	"	"	617		656		May 1, 72	Apr. 30, 73
	089	3	Hrly.			4.04	700	Jan. 7, 71	Jan. 6, 72
Groundsman	061	4	Mthly.	444		474		Jan. 1, 71	Sep. 30, 71
	"	"	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
	082	"	"	444		474		Jan. 1, 71	Sep. 30, 71
	"	"	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
	091	4	"	408		448		May 1, 71	Oct. 31, 71
	"	"	"	420		460		Nov. 1, 71	Apr. 30, 72
	"	"	"	460		500		May 1, 72	Apr. 30, 73
	023	3	"	380		425		May 15, 70	May 14, 71
Handyman	095	3	"	394		426		Jan. 1, 71	Jun. 30, 71
	"	"	"	405		438		Jul. 1, 71	Dec. 31, 71
	"	"	"	429		464		Jan. 1, 72	Dec. 31, 72
	082	4	"	444		474		Jan. 1, 71	Sep. 30, 71
	"	"	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
	147	1	"	426		483		Feb. 15, 71	Feb. 14, 72
	148	3	"	375		405		Apr. 1, 71	Dec. 31, 71
	"	"	"	400		430		Jan. 1, 72	Mar. 31, 72
	"	"	"	410		440		Apr. 1, 72	Dec. 31, 72

Table 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Labourer	140	5	Mthly.	\$ 352	\$	\$ 407	\$	Jan. 1, 70	Dec. 31, 70
Maintenance Man I	024	3	"	467		518		Sep. 28, 70	Dec. 31, 70
	095	"	"	519		583		Jan. 1, 71	Jun. 30, 71
	"	"	"	535		600		Jul. 1, 71	Dec. 31, 71
	"	"	"	567		636		Jan. 1, 72	Dec. 31, 72
	140	5	"	471		575		Jan. 1, 70	Dec. 31, 70
	229	4	"	490		580		Jul. 6, 70	Jun. 30, 71
	082	4	"			621		Jan. 1, 71	Sep. 30, 71
	"	"	"			650		Oct. 1, 71	Apr. 30, 72
	"	"	"			685		May 1, 72	Sep. 30, 72
	"	"	"			720		Oct. 1, 72	Dec. 31, 72
	049	4	"	455		515		Apr. 27, 70	Apr. 30, 71
	091	"	"	546		585		May 1, 71	Oct. 31, 71
	"	"	"	574		613		Nov. 1, 71	Apr. 30, 72
	"	"	"	631		670		May 1, 72	Apr. 30, 73
	192	2	"	480		534		Jan. 1, 71	Dec. 31, 71
	"	"	"	487		542		Jan. 1, 72	Mar. 31, 72
	038	3	"	470		518		Jan. 1, 71	Dec. 31, 71
	"	"	"	495		543		Jan. 1, 72	Jun. 30, 72
Maintenance Man II	024	3	"	400		430		Sep. 28, 70	Dec. 31, 70
	095	"	"	490		550		Jan. 1, 71	Jun. 30, 71
	"	"	"	505		567		Jul. 1, 71	Dec. 31, 71
	"	"	"	535		600		Jan. 1, 72	Dec. 31, 72
	229	4	"	425		475		Jul. 6, 70	Jun. 30, 71
Painter	024	3	"	485		560		Sep. 28, 70	Dec. 31, 70
	140	5	"	388		491		Jan. 1, 70	Dec. 31, 70
	061	4	"	586		616		Jan. 1, 71	Sep. 30, 71
	"	"	"	610		640		Oct. 1, 71	Apr. 30, 72
	"	"	"	636		666		May 1, 72	Sep. 30, 72
	"	"	"	662		692		Oct. 1, 72	Dec. 31, 72
	091	"	"	501		540		May 1, 71	Oct. 31, 71
	"	"	"	521		560		Nov. 1, 71	Apr. 30, 72
	"	"	"	578		617		May 1, 72	Apr. 30, 73
	148	3	"	440		470		Apr. 1, 71	Dec. 31, 71
	"	"	"	465		495		Jan. 1, 72	Mar. 31, 72
	"	"	"	475		505		Apr. 1, 72	Dec. 31, 72

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Plumber	091	4	Mthly.	\$ 546	\$	\$ 585	\$	May 1, 71	Oct. 31, 71
	"	"	"	574		613		Nov. 1, 71	Apr. 30, 72
	"	"	"	631		670		May 1, 72	Apr. 30, 73
Stationary Engineer 2	095	3	"	653		743		Jan. 1, 71	Jun. 30, 71
	"	"	"	671		764		Jul. 1, 71	Dec. 31, 71
	"	"	"	711		810		Jan. 1, 72	Dec. 31, 72
	154	5	Hrly.			4.22	731	Jan. 30, 71	Jan. 29, 72
	"	"	"			4.52	783	Jan. 30, 72	Jan. 29, 73
	082	4	Mthly.			676		Jan. 1, 71	Sep. 30, 71
	"	"	"			705		Oct. 1, 71	Apr. 30, 72
	"	"	"			740		May 1, 72	Sep. 30, 72
	"	"	"			800		Oct. 1, 72	Dec. 31, 72
Stationary Engineer 3	095	3	"	607		698		Jan. 1, 71	Jun. 30, 71
	"	"	"	625		718		Jul. 1, 71	Dec. 31, 71
	"	"	"	662		761		Jan. 1, 72	Dec. 31, 72
	154	5	Hrly.			4.12	714	Jan. 30, 71	Jan. 29, 72
	"	"	"			4.42	766	Jan. 30, 72	Jan. 29, 73
	061	4	Mthly.			626		Jan. 1, 71	Sep. 30, 71
	"	"	"			660		Oct. 1, 71	Apr. 30, 72
	"	"	"			705		May 1, 72	Sep. 30, 72
	"	"	"			750		Oct. 1, 72	Dec. 31, 72
	082	"	"			626		Jan. 1, 71	Sep. 30, 71
	"	"	"			660		Oct. 1, 71	Apr. 30, 72
	"	"	"			705		May 1, 72	Sep. 30, 72
	"	"	"			750		Oct. 1, 72	Dec. 31, 72
	177	"	Hrly.	3.49	635			Oct. 1, 70	May 31, 71
	089	3	"			4.05	702	Jan. 7, 71	Jan. 6, 72
Stationary Engineer 4	024	3	Mthly.	467		518		Sep. 28, 70	Dec. 31, 70
	095	"	"	543		633		Jan. 1, 71	Jun. 30, 71
	"	"	"	558		651		Jul. 1, 71	Dec. 31, 71
	"	"	"	591		690		Jan. 1, 72	Dec. 31, 72
	154	5	Hrly.			3.18	551	Jan. 30, 71	Jan. 29, 72
	"	"	"			3.40	589	Jan. 30, 72	Jan. 29, 73
	050	4	Mthly.	522				Oct. 1, 70	May 31, 71
	148	3	"	470		500		Apr. 1, 71	Dec. 31, 71
	"	"	"	495		525		Jan. 1, 72	Mar. 31, 72
	"	"	"	505		535		Apr. 1, 72	Dec. 31, 72

Table 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 4 (cont'd)	251	2	Mthly.	\$	\$	\$ 540	\$	Oct. 18, 70	Jun. 30, 71
	"	"	"			570		Jul. 1, 71	Dec. 31, 71
	"	"	"			605		Jan. 1, 72	Jun. 30, 72
	"	"	"			640		Jul. 1, 72	Dec. 31, 72
Stationary Engineer's Helper	154	5	Hrly.			2.16	374	Jan. 30, 71	Jan. 29, 72
	"	"	"			2.30	398	Jan. 30, 72	Jan. 29, 73
	089	3	"			2.62	454	Jan. 7, 71	Jan. 6, 72
<u>Nursing</u>									
Ambulance Driver-Attendant	192	2	Mthly.	415		458		Jan. 1, 71	Dec. 31, 71
	"	"	"	421		466		Jan. 1, 72	Mar. 31, 72
	023	3	"	450		490		May 15, 70	May 14, 71
Assistant Head Nurse	250	3	"	578		693		Jan. 1, 71	Jun. 30, 71
	"	"	"	588		703		Jul. 1, 71	Dec. 31, 71
	"	"	"	608		723		Jan. 1, 72	Jun. 30, 72
	"	"	"	618		733		Jul. 1, 72	Dec. 31, 72
	261	5	"	578		683		Jan. 1, 71	Jun. 30, 71
	"	"	"	588		698		Jul. 1, 71	Dec. 31, 71
	"	"	"	618		733		Jan. 1, 72	Dec. 31, 72
	262	3	"	592		692		Jan. 1, 71	Dec. 31, 71
	264	4	"	578		693		Jan. 1, 71	Jun. 30, 71
	"	"	"	588		703		Jul. 1, 71	Dec. 31, 71
	"	"	"	615		730		Jan. 1, 72	Jun. 30, 72
	"	"	"	625		740		Jul. 1, 72	Dec. 31, 72
Graduate Nurse	250	3	"	518		618		Jan. 1, 71	Jun. 30, 71
	"	"	"	528		628		Jul. 1, 71	Dec. 31, 71
	"	"	"	548		648		Jan. 1, 72	Jun. 30, 72
	"	"	"	558		658		Jul. 1, 72	Dec. 31, 72
	261	5	"	510		564		Jan. 1, 71	Jun. 30, 71
	"	"	"	520		574		Jul. 1, 71	Dec. 31, 71
	"	"	"	560		614		Jan. 1, 72	Dec. 31, 72
	262	3	"	512		612		Jan. 1, 71	Dec. 31, 71
	264	4	"	518		618		Jan. 1, 71	Jun. 30, 71
	"	"	"	528		628		Jul. 1, 71	Dec. 31, 71
	"	"	"	555		655		Jan. 1, 72	Jun. 30, 72
	"	"	"	565		665		Jul. 1, 72	Dec. 31, 72

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Graduate Nurse (cont'd)	247	4	Mthly.	\$ 500	\$	\$ 590	\$	Jan. 1, 71	May 31, 71
	176	2	"	535		625		Jan. 1, 71	Dec. 31, 71
	"	"	"	580		670		Jan. 1, 72	Dec. 31, 72
Head Nurse	250	3	"	613		733		Jan. 1, 71	Jun. 30, 71
	"	"	"	623		743		Jul. 1, 71	Dec. 31, 71
	"	"	"	643		763		Jan. 1, 72	Jun. 30, 72
	"	"	"	653		773		Jul. 1, 72	Dec. 31, 72
Nurse's Aide	024	3	"	275		320		Sep. 28, 70	Dec. 31, 70
	095	"	"	309		335		Jan. 1, 71	Jun. 30, 71
	"	"	"	318		345		Jul. 1, 71	Dec. 31, 71
	"	"	"	337		365		Jan. 1, 72	Dec. 31, 72
	140	5	"	291		330		Jan. 1, 70	Dec. 31, 70
	229	4	"	290		320		Jul. 6, 70	Jun. 30, 71
	049	4	"	281		303		Apr. 27, 70	Apr. 30, 71
	091	"	"	320		365		May 1, 71	Oct. 31, 71
	"	"	"	340		385		Nov. 1, 71	Apr. 30, 72
	"	"	"	360		405		May 1, 72	Apr. 30, 73
	192	2	"	305		320		Jan. 1, 71	Dec. 31, 71
	"	"	"	310		325		Jan. 1, 72	Mar. 31, 72
	023	3	"	291		336		May 15, 70	May 14, 71
	038	"	"	323		335		Jan. 1, 71	Dec. 31, 71
	"	"	"	348		360		Jan. 1, 72	Jun. 30, 72
	054	1	"	321		365		Jan. 1, 71	Dec. 31, 71
	"	"	"	336		380		Jan. 1, 72	Dec. 31, 72
	148	3	"	290		320		Apr. 1, 71	Dec. 31, 71
	"	"	"	315		345		Jan. 1, 72	Mar. 31, 72
	"	"	"	325		355		Apr. 1, 72	Dec. 31, 72
	194	1	"	260		310		Jan. 1, 71	Dec. 31, 71
Registered Nurse	250	3	"	553		663		Jan. 1, 71	Jun. 30, 71
	"	"	"	563		673		Jul. 1, 71	Dec. 31, 71
	"	"	"	583		693		Jan. 1, 72	Jun. 30, 72
	"	"	"	593		703		Jul. 1, 72	Dec. 31, 72
	261	5	"	550		650		Jan. 1, 71	Jun. 30, 71
	"	"	"	560		665		Jul. 1, 71	Dec. 31, 71
	"	"	"	610		720		Jan. 1, 72	Dec. 31, 72
	262	3	"	550		650		Jan. 1, 71	Dec. 31, 71
	264	4	"	553		663		Jan. 1, 71	Jun. 30, 71
	"	"	"	563		673		Jul. 1, 71	Dec. 31, 71

Table 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Registered Nurse (cont'd)	264	4	Mthly.	\$ 590	\$	\$ 700	\$	Jan. 1, 72	Jun. 30, 72	
	"	"	"	600		710		Jul. 1, 72	Dec. 31, 72	
	247	4	"	535		635		Jan. 1, 71	May 31, 71	
	176	2	"	570		680		Jan. 1, 71	Dec. 31, 71	
"	"	"	"	615		725		Jan. 1, 72	Dec. 31, 72	
Registered Nursing Assistant	024	3	"	360		407		Sep. 28, 70	Dec. 31, 70	
	"	"	"	374		413		Jan. 1, 71	Aug. 31, 71	
	095	"	"	460		503		Sep. 1, 71	Dec. 31, 71	
	"	"	"	487		533		Jan. 1, 72	Dec. 31, 72	
	140	5	"	367		421		Jan. 1, 70	Dec. 31, 70	
	229	4	"	375		425		Jul. 6, 70	Jun. 30, 71	
	061	4	"	389		419		Jan. 1, 71	Sep. 30, 71	
	"	"	"	413		443		Oct. 1, 71	Apr. 30, 72	
	"	"	"	446		476		May 1, 72	Sep. 30, 72	
	"	"	"	480		510		Oct. 1, 72	Dec. 31, 72	
	082	"	"	389		419		Jan. 1, 71	Sep. 30, 71	
	"	"	"	413		443		Oct. 1, 71	Apr. 30, 72	
	"	"	"	446		476		May 1, 72	Sep. 30, 72	
	"	"	"	480		510		Oct. 1, 72	Dec. 31, 72	
	049	"	"	"	363		386		Apr. 27, 70	Apr. 30, 71
	"	"	"	"	385		430		May 1, 71	Oct. 31, 71
	091	"	"	"	409		454		Nov. 1, 71	Apr. 30, 72
	"	"	"	"	453		498		May 1, 72	Apr. 30, 73
	192	2	"	"	374		413		Jan. 1, 71	Dec. 31, 71
	"	"	"	"	380		419		Jan. 1, 72	Mar. 31, 72
	258	1	"	"	405		434		Jan. 1, 71	Dec. 31, 71
	023	3	"	"	339		392		May 15, 70	May 14, 71
	"	"	"	"	392		440		Jan. 1, 71	Dec. 31, 71
	038	"	"	"	417		465		Jan. 1, 72	Jun. 30, 72
	"	"	"	"	357		397		Feb. 15, 71	Feb. 14, 72
	147	1	"	"	405		435		Apr. 1, 71	Dec. 31, 71
	148	3	"	"	430		460		Jan. 1, 72	Mar. 31, 72
	"	"	"	"	440		470		Apr. 1, 72	Dec. 31, 72
	"	"	"	"	390		430		Jan. 1, 71	Dec. 31, 71

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
 HOSPITAL AGREEMENTS, LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	047	4	Mthly.	\$ 290	\$	\$ 322	\$	Jan. 1, 71	Jun. 30, 71
	"	"	"	305		337		Jul. 1, 71	Dec. 31, 71
	"	"	"	320		352		Jan. 1, 72	Jun. 30, 72
	"	"	"	340		372		Jul. 1, 72	Dec. 31, 72
	243	"	"	301		346		Jan. 1, 71	Dec. 31, 71
	115	3	"	337		372		Jan. 1, 71	Dec. 31, 71
	239	2	"	337		397		Jan. 1, 71	Jun. 30, 71
	"	"	"	350		410		Jul. 1, 71	Dec. 31, 71
Clerk II	047	4	"	318		350		Jan. 1, 71	Jun. 30, 71
	"	"	"	333		365		Jul. 1, 71	Dec. 31, 71
	"	"	"	348		380		Jan. 1, 72	Jun. 30, 72
	"	"	"	368		400		Jul. 1, 72	Dec. 31, 72
	243	"	"	306		351		Jan. 1, 71	Dec. 31, 71
	115	3	"	372		407		Jan. 1, 71	Dec. 31, 71
Clerk III	047	4	"	328		360		Jan. 1, 71	Jun. 30, 71
	"	"	"	343		375		Jul. 1, 71	Dec. 31, 71
	"	"	"	358		390		Jan. 1, 72	Jun. 30, 72
	"	"	"	378		410		Jul. 1, 72	Dec. 31, 72
	243	"	"	326		371		Jan. 1, 71	Dec. 31, 71
	115	3	"	398		433		Jan. 1, 71	Dec. 31, 71
Clerk IV	047	4	"	350		382		Jan. 1, 71	Jun. 30, 71
	"	"	"	365		397		Jul. 1, 71	Dec. 31, 71
	"	"	"	380		412		Jan. 1, 72	Jun. 30, 72
	"	"	"	400		432		Jul. 1, 72	Dec. 31, 72
	243	"	"	331		376		Jan. 1, 71	Dec. 31, 71
Clerk V	047	4	"	381		413		Jan. 1, 71	Jun. 30, 71
	"	"	"	396		428		Jul. 1, 71	Dec. 31, 71
	"	"	"	411		443		Jan. 1, 72	Jun. 30, 72
	"	"	"	431		463		Jul. 1, 72	Dec. 31, 72
	243	"	"	361		406		Jan. 1, 71	Dec. 31, 71

Table 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Clerk-Typist I	243	4	Mthly.	\$ 316	\$	\$ 361	\$	Jan. 1, 71	Dec. 31, 71	
	225	1	"	395		425		Jan. 1, 71	Dec. 31, 71	
Clerk-Typist II	243	4	"	341		386		Jan. 1, 71	Dec. 31, 71	
	115	3	"	355		398		Jan. 1, 71	Dec. 31, 71	
Receptionist	243	4	"	326		371		Jan. 1, 71	Dec. 31, 71	
Switchboard or Telephone Operator	243	4	"	326		371		Jan. 1, 71	Dec. 31, 71	
<u>Dietary</u>										
Cook	022	3	"	393		423		Jan. 1, 71	Jul. 31, 71	
	026	4	"	393		423		Jan. 1, 71	Jul. 31, 71	
	045	5	"	393		423		Jan. 1, 71	Jul. 31, 71	
	067	4	"	393		423		Jan. 1, 71	Jul. 31, 71	
	093	"	"	393		423		Jan. 1, 71	Jul. 31, 71	
	034	3	"	407		437		Jan. 1, 71	Dec. 31, 71	
	"	"	"	440		370		Jan. 1, 72	Dec. 31, 72	
	239	2	"	357		397		Jan. 1, 71	Jun. 30, 71	
	"	"	"	370		410		Jul. 1, 71	Dec. 31, 71	
	170	1	"	393		423		Mar. 1, 71	Sep. 30, 71	
	226	"	Hrly.	2.00	347	2.20	381	Jul. 1, 70	Jun. 30, 71	
	Kitchen Helper (female)	022	3	Mthly.	300		321		Jan. 1, 71	Jul. 31, 71
		026	4	"	300		321		Jan. 1, 71	Jul. 31, 71
		045	5	"	300		321		Jan. 1, 71	Jul. 31, 71
067		4	"	300		321		Jan. 1, 71	Jul. 31, 71	
093		"	"	300		321		Jan. 1, 71	Jul. 31, 71	
034		3	"	313		343		Jan. 1, 71	Dec. 31, 71	
"		"	"	346		376		Jan. 1, 72	Dec. 31, 72	
129		"	"	311		346		Jan. 1, 71	Dec. 31, 71	
239		2	"	285		325		Jan. 1, 71	Jun. 30, 71	
"		"	"	298		338		Jul. 1, 71	Dec. 31, 71	
170		1	"	300		321		Mar. 1, 71	Sep. 30, 71	
225		"	"	315		345		Jan. 1, 71	Dec. 31, 71	
226		"	Hrly.	1.68	291	1.92	333	Jul. 1, 70	Jun. 30, 71	

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
<u>Housekeeping</u>										
Laundry Helper (female)	022	3	Mthly.	\$ 300	\$	\$ 321	\$	Jan. 1, 71	Jul. 31, 71	
	026	4	"	300		321		Jan. 1, 71	Jul. 31, 71	
	045	5	"	300		321		Jan. 1, 71	Jul. 31, 71	
	067	4	"	300		321		Jan. 1, 71	Jul. 31, 71	
	093	"	"	300		321		Jan. 1, 71	Jul. 31, 71	
	034	3	"	316		346		Jan. 1, 71	Dec. 31, 71	
	"	"	"	349		379		Jan. 1, 72	Dec. 31, 72	
	239	2	"	285		325		Jan. 1, 71	Jun. 30, 71	
	"	"	"	298		338		Jul. 1, 71	Dec. 31, 71	
	170	1	"	300		321		Mar. 1, 71	Sep. 30, 71	
	225	"	"	315		345		Jan. 1, 71	Dec. 31, 71	
	226	"	Hrly.	1.68	291	1.92	333	Jul. 1, 70	Jun. 30, 71	
	Maid	022	3	Mthly.	300		321		Jan. 1, 71	Jul. 31, 71
		026	4	"	300		321		Jan. 1, 71	Jul. 31, 71
		045	5	"	300		321		Jan. 1, 71	Jul. 31, 71
067		4	"	300		321		Jan. 1, 71	Jul. 31, 71	
093		"	"	300		321		Jan. 1, 71	Jul. 31, 71	
034		3	"	313		343		Jan. 1, 71	Dec. 31, 71	
"		"	"	346		376		Jan. 1, 72	Dec. 31, 72	
129		"	"	311		346		Jan. 1, 71	Dec. 31, 71	
239		2	"	285		325		Jan. 1, 71	Jun. 30, 71	
"		"	"	298		338		Jul. 1, 71	Dec. 31, 71	
170		1	"	300		321		Mar. 1, 71	Sep. 30, 71	
225		"	"	315		345		Jan. 1, 71	Dec. 31, 71	
226		"	Hrly.	1.68	291	1.92	333	Jul. 1, 70	Jun. 30, 71	
Orderly - Trained		022	3	Mthly.	434		470		Jan. 1, 71	Jul. 31, 71
		026	4	"	434		470		Jan. 1, 71	Jul. 31, 71
	045	5	"	434		470		Jan. 1, 71	Jul. 31, 71	
	067	4	"	434		470		Jan. 1, 71	Jul. 31, 71	
	093	"	"	434		470		Jan. 1, 71	Jul. 31, 71	
	034	3	"	414		444		Jan. 1, 71	Dec. 31, 71	
	"	"	"	447		477		Jan. 1, 72	Dec. 31, 72	
	129	"	"	415		459		Jan. 1, 71	Dec. 31, 71	

Table 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Orderly - Trained (cont'd)	225	1	Mthly.	\$ 430	\$	\$ 460	\$	Jan. 1, 71	Dec. 31, 71	
Porter-Cleaner	022	3	"	393		420		Jan. 1, 71	Jul. 31, 71	
	026	4	"	393		420		Jan. 1, 71	Jul. 31, 71	
	045	5	"	393		420		Jan. 1, 71	Jul. 31, 71	
	067	4	"	393		420		Jan. 1, 71	Jul. 31, 71	
	093	"	"	393		420		Jan. 1, 71	Jul. 31, 71	
	034	3	"	393		423		Jan. 1, 71	Dec. 31, 71	
	"	"	"	424		454		Jan. 1, 72	Dec. 31, 72	
	129	"	"	407		450		Jan. 1, 71	Dec. 31, 71	
	225	1	"	335		365		Jan. 1, 71	Dec. 31, 71	
	Seamstress	022	3	"	310		331		Jan. 1, 71	Jul. 31, 71
026		4	"	310		331		Jan. 1, 71	Jul. 31, 71	
045		5	"	310		331		Jan. 1, 71	Jul. 31, 71	
067		4	"	310		331		Jan. 1, 71	Jul. 31, 71	
093		"	"	310		331		Jan. 1, 71	Jul. 31, 71	
034		3	"	334		364		Jan. 1, 71	Dec. 31, 71	
"		"	"	368		398		Jan. 1, 72	Dec. 31, 72	
129		"	"	311		363		Jan. 1, 71	Dec. 31, 71	
239		2	"	285		325		Jan. 1, 71	Jun. 30, 71	
"		"	"	298		338		Jul. 1, 71	Dec. 31, 71	
	226	1	Hrly.	1.78	309	2.02	350	Jul. 1, 70	Jun. 30, 71	
	Storeman	226	"	"	1.80	312	2.10	364	Jul. 1, 70	Jun. 30, 71
		Washman	129	3	Mthly.	407		450	Jan. 1, 71	Dec. 31, 71
<u>Maintenance and Engineering</u>										
Electrician	046	5	"	503		524		Jan. 1, 71	Jun. 30, 71	
	"	"	"	532		553		Jul. 1, 71	Dec. 31, 71	
	"	"	"	561		582		Jan. 1, 72	Jun. 31, 72	
	"	"	"	590		611		Jul. 1, 72	Dec. 31, 72	

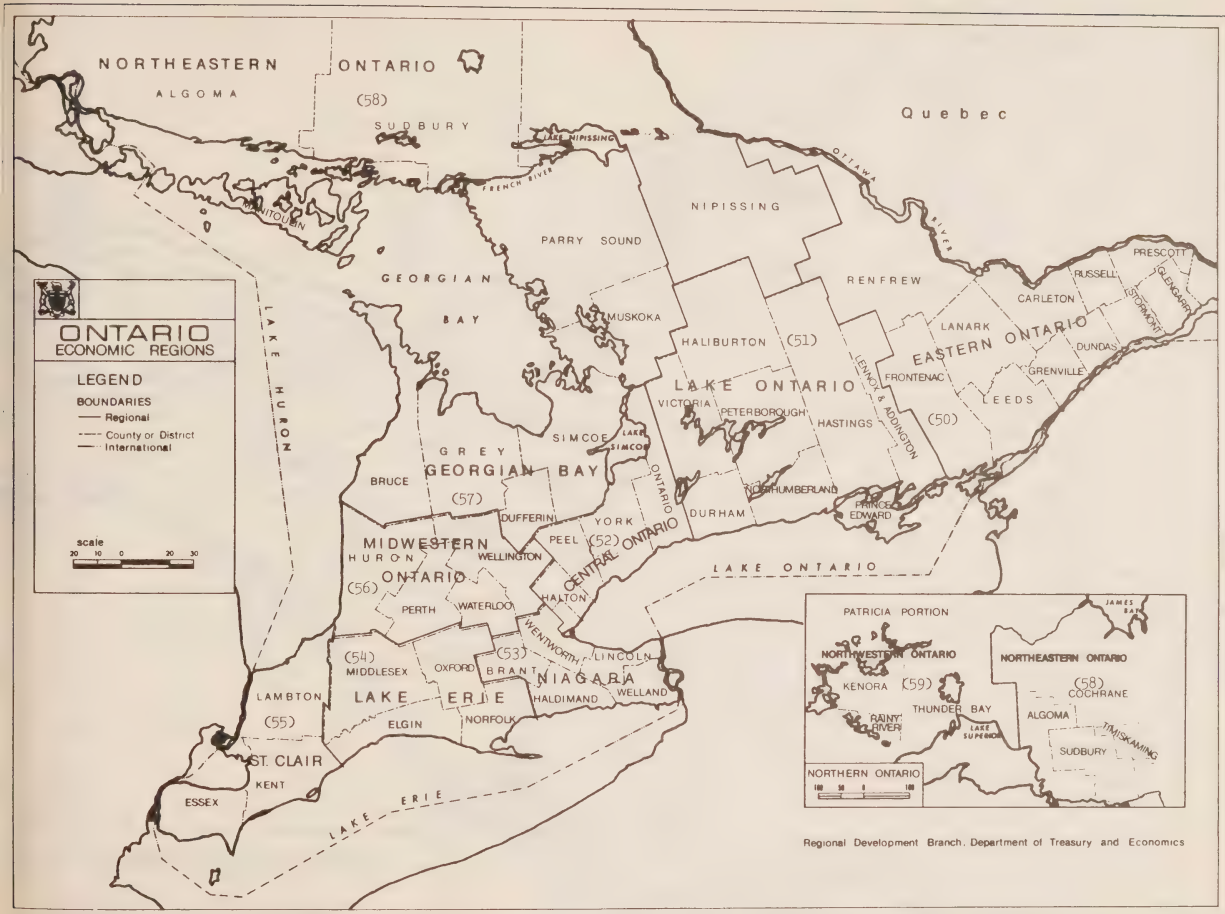
Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Groundsman	134	4	Mthly.	\$ 430	\$	\$ 464	\$	Dec. 31, 70	Nov. 30, 71
	"	"	"	460		494		Dec. 1, 71	Dec. 31, 72
Handyman	045	5	"	398		425		Jan. 1, 71	Jul. 31, 71
	067	4	"	398		425		Jan. 1, 71	Jul. 31, 71
	093	"	"	398		425		Jan. 1, 71	Jul. 31, 71
	034	3	"	416		446		Jan. 1, 71	Dec. 31, 71
	"	"	"	449		479		Jan. 1, 72	Dec. 31, 72
	129	"	"	407		450		Jan. 1, 71	Dec. 31, 71
Maintenance Man	045	5	"	425		455		Jan. 1, 71	Jul. 31, 71
	067	4	"	425		455		Jan. 1, 71	Jul. 31, 71
	093	"	"	425		455		Jan. 1, 71	Jul. 31, 71
	134	"	"	486		510		Dec. 1, 70	Nov. 30, 71
	"	"	"	516		540		Dec. 1, 71	Dec. 31, 72
	034	3	"	443		473		Jan. 1, 71	Dec. 31, 71
	"	"	"	478		508		Jan. 1, 72	Dec. 31, 72
	170	1	"	425		455		Mar. 1, 71	Sep. 30, 71
Painter	134	4	"	471		515		Dec. 1, 70	Nov. 30, 71
	"	"	"	491		535		Dec. 1, 71	Dec. 31, 72
Stationary Engineer 2	046	5	"	564		588		Jan. 1, 71	Jun. 30, 71
	"	"	"	593		617		Jul. 1, 71	Dec. 31, 71
	"	"	"	622		646		Jan. 1, 72	Jun. 30, 72
	"	"	"	651		675		Jul. 1, 72	Dec. 31, 72
	094	4	"	564		588		Jan. 1, 71	Jun. 30, 71
	"	"	"	593		617		Jul. 1, 71	Dec. 31, 71
	"	"	"	622		646		Jan. 1, 72	Jun. 30, 72
	"	"	"	651		675		Jul. 1, 72	Dec. 31, 72
	134	"	"	618		639		Dec. 1, 70	Nov. 30, 71
	"	"	"	653		675		Dec. 1, 71	Dec. 31, 72
Stationary Engineer 3	046	5	"	564		588		Jan. 1, 71	Jun. 30, 71
	"	"	"	593		617		Jul. 1, 71	Dec. 31, 71
	"	"	"	622		646		Jan. 1, 72	Jun. 30, 72
	"	"	"	651		675		Jul. 1, 72	Dec. 31, 72
	068	4	"	564		588		Jan. 1, 71	Jun. 30, 71
	"	"	"	593		617		Jul. 1, 71	Dec. 31, 71
	"	"	"	622		646		Jan. 1, 72	Jun. 30, 72

Table 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.	From	To	
Stationary Engineer 3 (cont'd)	068	4	Mthly.	\$ 651	\$	\$ 675	\$	Jul. 1, 72	Dec. 31, 72	
	094	"	"	564		588		Jan. 1, 71	Jun. 30, 71	
	"	"	"	593		617		Jul. 1, 71	Dec. 31, 71	
	"	"	"	622		646		Jan. 1, 72	Jun. 30, 72	
	"	"	"	651		675		Jul. 1, 72	Dec. 31, 72	
	129	3	"	535		560		Jan. 1, 71	Dec. 31, 71	
	225	1	"	520		550		Jan. 1, 71	Dec. 31, 71	
Stationary Engineer 4	068	4	"	528		549		Jan. 1, 71	Jun. 30, 71	
	"	"	"	557		578		Jul. 1, 71	Dec. 31, 71	
	"	"	"	586		607		Jan. 1, 72	Jun. 30, 72	
	"	"	"	615		636		Jul. 1, 72	Dec. 31, 72	
	094	"	"	528		549		Jan. 1, 71	Jun. 30, 71	
	"	"	"	557		578		Jul. 1, 71	Dec. 31, 71	
	"	"	"	586		607		Jan. 1, 72	Jun. 30, 72	
	"	"	"	615		636		Jul. 1, 72	Dec. 31, 72	
	158	3	Hrly.			3.15	573	Jan. 1, 71	Dec. 31, 71	
	"	"	"			3.42	622	Jan. 1, 71	Dec. 31, 72	
	129	"	Mthly.	510		535		Jan. 1, 71	Dec. 31, 71	
	018	2	"			597		Jan. 1, 71	Dec. 31, 71	
	020	1	"			495		Jul. 1, 70	Jun. 30, 71	
	"	"	"			545		Jul. 1, 71	Jun. 30, 72	
	225	"	"	485		515		Jan. 1, 71	Dec. 31, 71	
<u>Nursing</u>										
Ambulance Driver-Attendant	239	2	"			437		Jan. 1, 71	Jun. 30, 71	
	"	"	"			450		Jul. 1, 71	Dec. 31, 71	
Assistant Head Nurse	202	5	"	598		708		Jan. 1, 71	Jun. 30, 71	
	"	"	"	613		723		Jul. 1, 71	Dec. 31, 71	
	"	"	"	636		746		Jan. 1, 72	Jun. 30, 72	
	"	"	"	660		770		Jul. 1, 72	Dec. 31, 72	
Graduate Nurse	202	"	"	525		615		Jan. 1, 71	Jun. 30, 71	
	"	"	"	540		630		Jul. 1, 71	Dec. 31, 71	
	"	"	"	563		653		Jan. 1, 72	Jun. 30, 72	
	"	"	"	587		677		Jul. 1, 72	Dec. 31, 72	

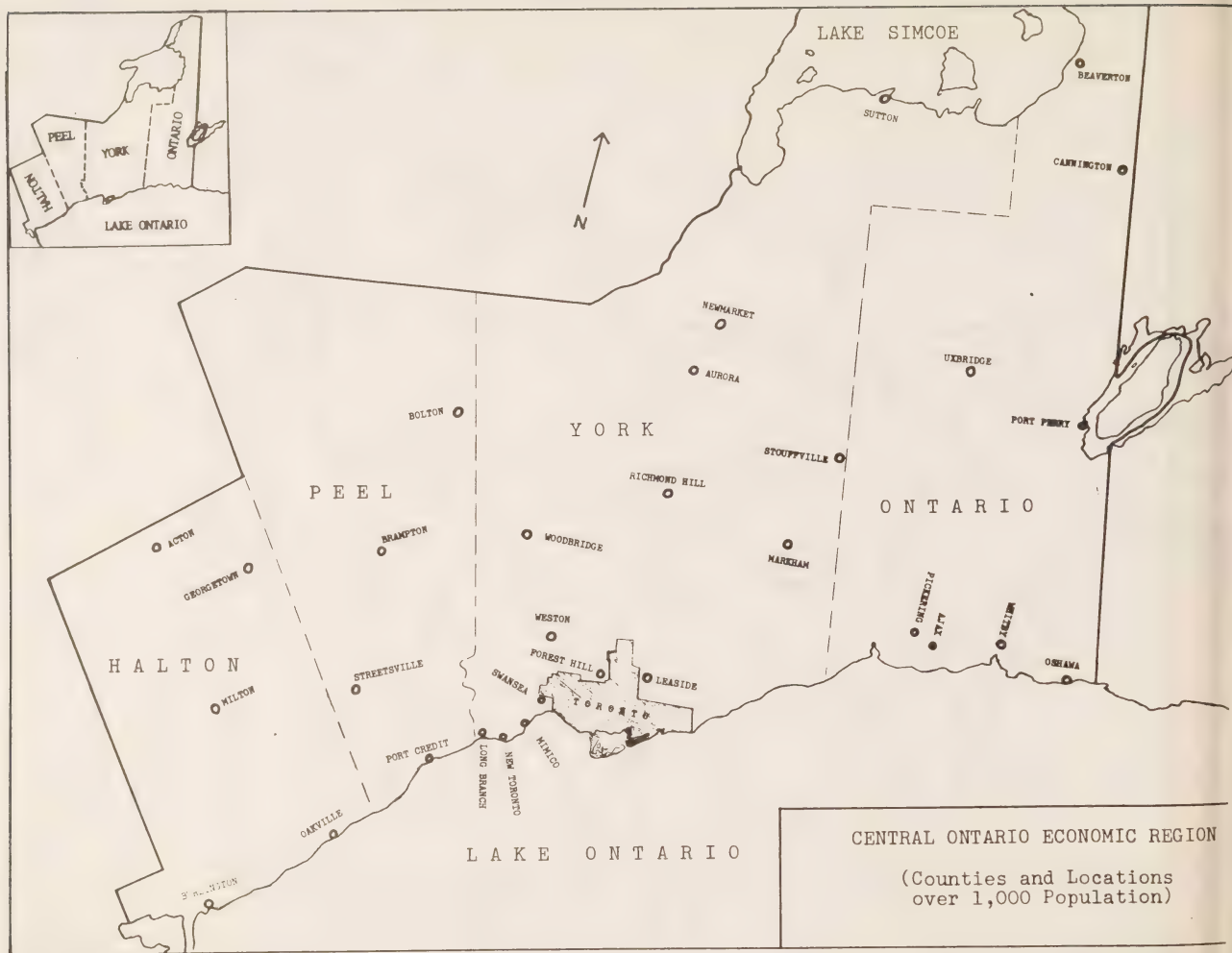
Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Graduate Nurse (cont'd)	246	1	Mthly.	\$	\$	\$ 530	\$	Jan. 1, 71	Dec. 31, 71
Nurse's Aide	022	3	"	315		336		Jan. 1, 71	Jul. 31, 71
	026	4	"	315		336		Jan. 1, 71	Jul. 31, 71
	045	5	"	315		336		Jan. 1, 71	Jul. 31, 71
	067	4	"	315		336		Jan. 1, 71	Jul. 31, 71
	093	"	"	315		336		Jan. 1, 71	Jul. 31, 71
	034	3	"	327		357		Jan. 1, 71	Dec. 31, 71
	"	"	"	361		391		Jan. 1, 72	Dec. 31, 72
	129	"	"	328		363		Jan. 1, 71	Dec. 31, 71
	239	2	"	311		331		Jan. 1, 71	Jun. 30, 71
	"	"	"	324		344		Jul. 1, 71	Dec. 31, 71
	225	1	"	345		375		Jan. 1, 71	Dec. 31, 71
Registered Nurse	202	5	"	560		660		Jan. 1, 71	Jun. 30, 71
	"	"	"	575		675		Jul. 1, 71	Dec. 31, 71
	"	"	"	598		698		Jan. 1, 72	Jun. 30, 72
	"	"	"	622		722		Jul. 1, 72	Dec. 31, 72
	246	1	"	570		670		Jan. 1, 71	Dec. 31, 71
Registered Nursing Assistant	022	3	"	376		416		Jan. 1, 71	Jul. 31, 71
	026	4	"	376		416		Jan. 1, 71	Jul. 31, 71
	067	"	"	376		416		Jan. 1, 71	Jul. 31, 71
	093	"	"	376		416		Jan. 1, 71	Jul. 31, 71
	129	3	"	415		459		Jan. 1, 71	Dec. 31, 71
	239	2	"	382		422		Jan. 1, 71	Jun. 30, 71
	"	"	"	395		435		Jul. 1, 71	Dec. 31, 71
	170	1	"	376		416		Mar. 1, 71	Sep. 30, 71
	225	"	"	430		460		Jan. 1, 71	Dec. 31, 71
<u>Nursing Education</u>									
Teacher	202	5	"	646		756		Jan. 1, 71	Jun. 30, 71
	"	"	"	661		771		Jul. 1, 71	Dec. 31, 71
	"	"	"	684		794		Jan. 1, 72	Jun. 30, 72
	"	"	"	708		818		Jul. 1, 72	Dec. 31, 72

APPENDIX
MAPS OF THE ECONOMIC REGIONS
OF ONTARIO

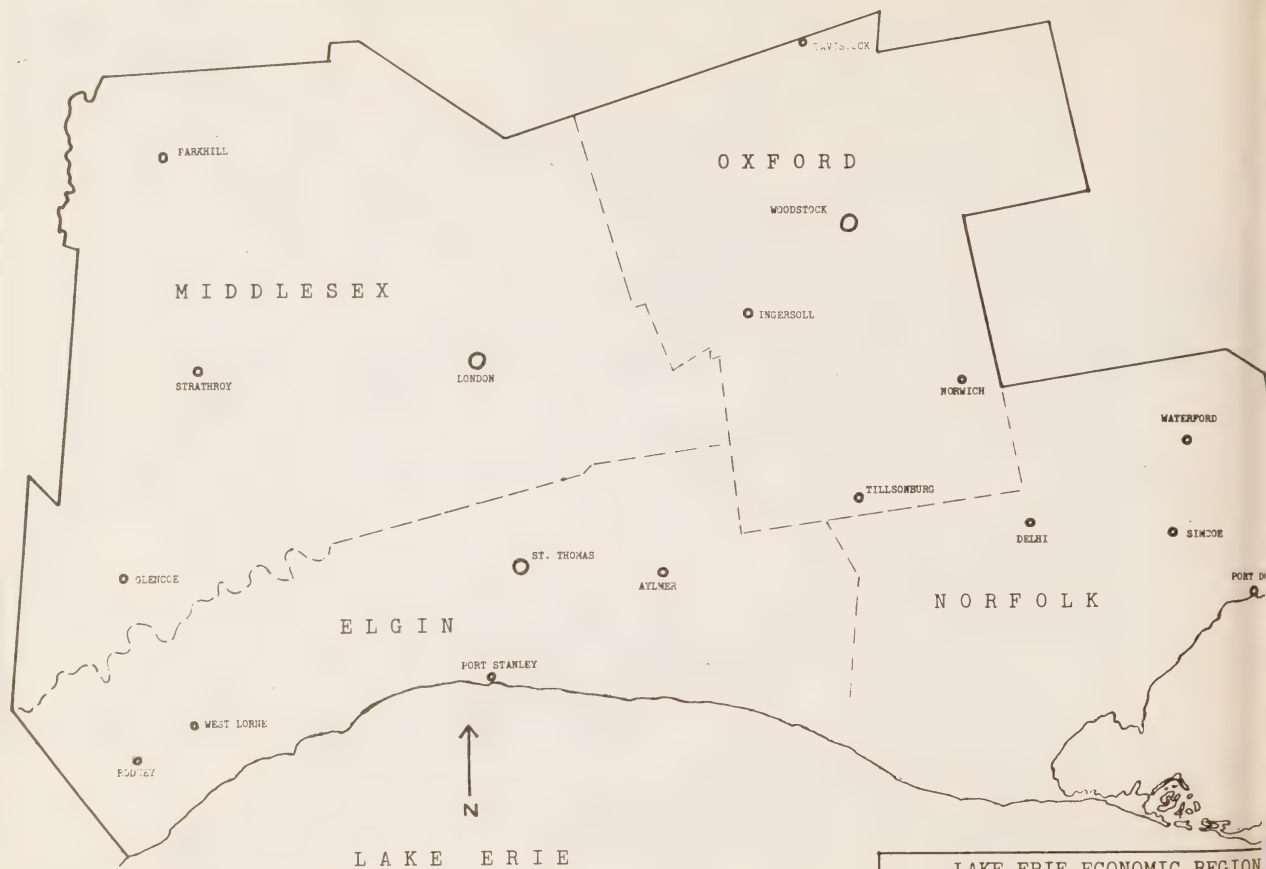




LAKE ONTARIO ECONOMIC REGION
(Counties and Locations
over 1,000 Population)

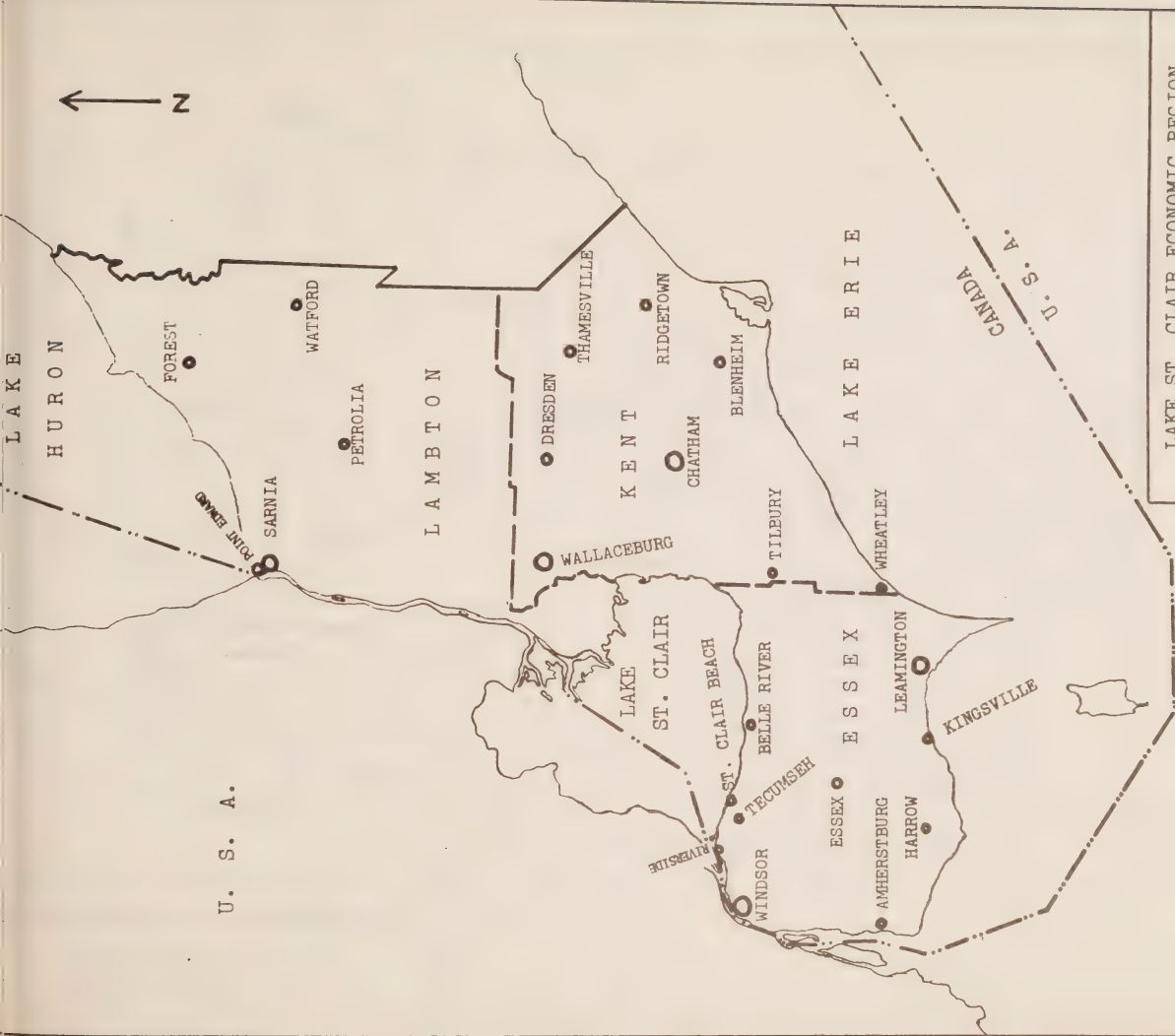




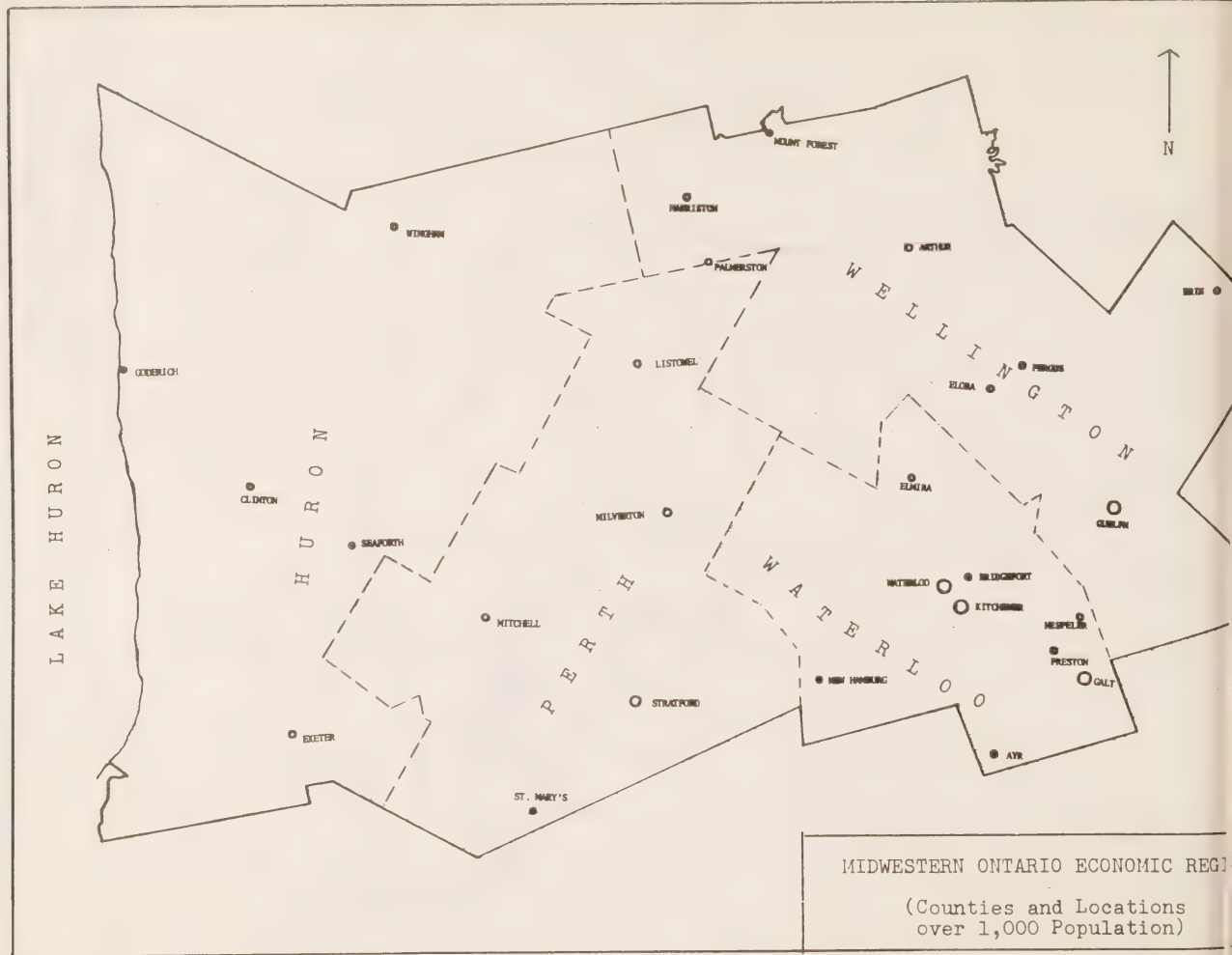


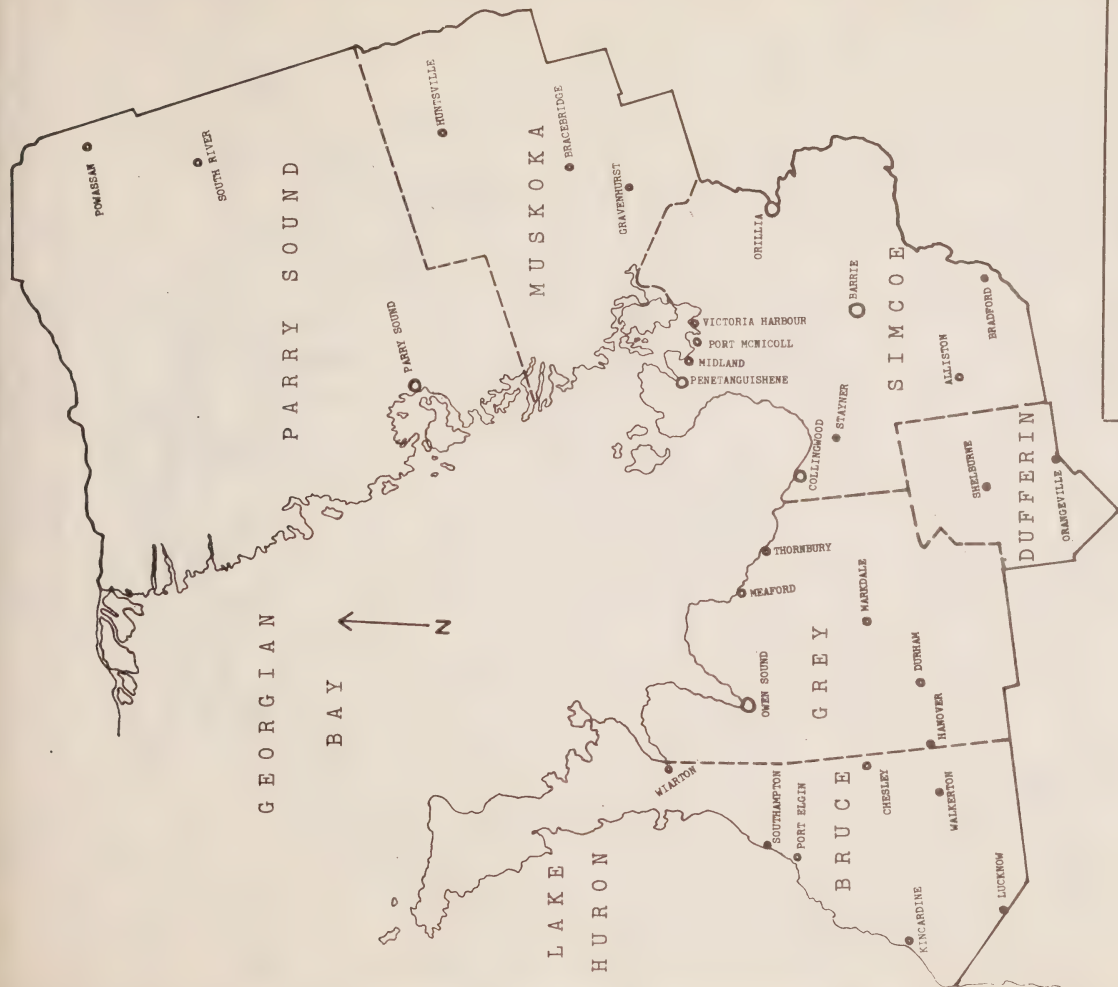
LAKE ERIE ECONOMIC REGION

(Counties and Locations
over 1,000 Population)



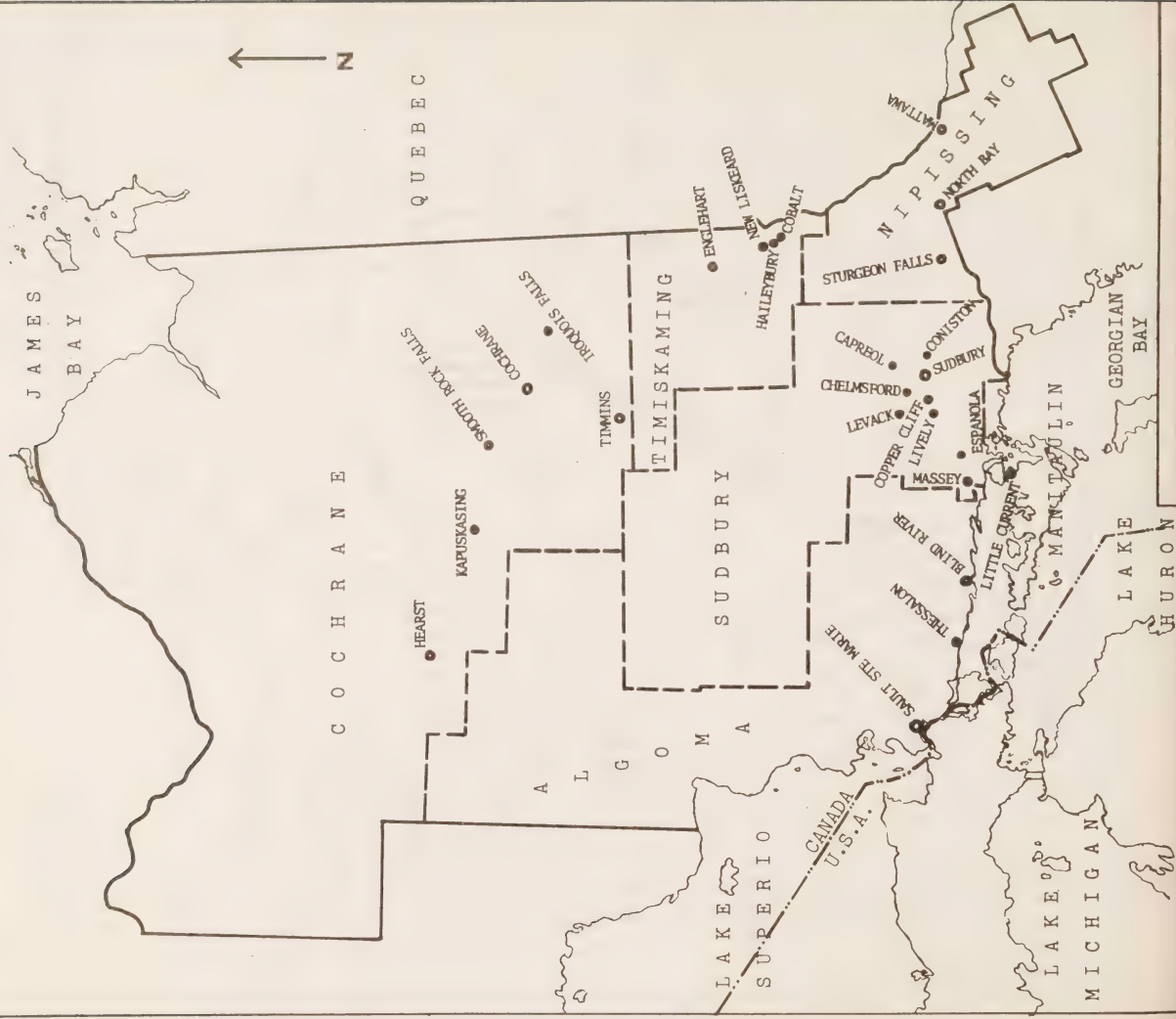
LAKE ST. CLAIR ECONOMIC REGION
(Counties and Locations
over 1,000 Population)

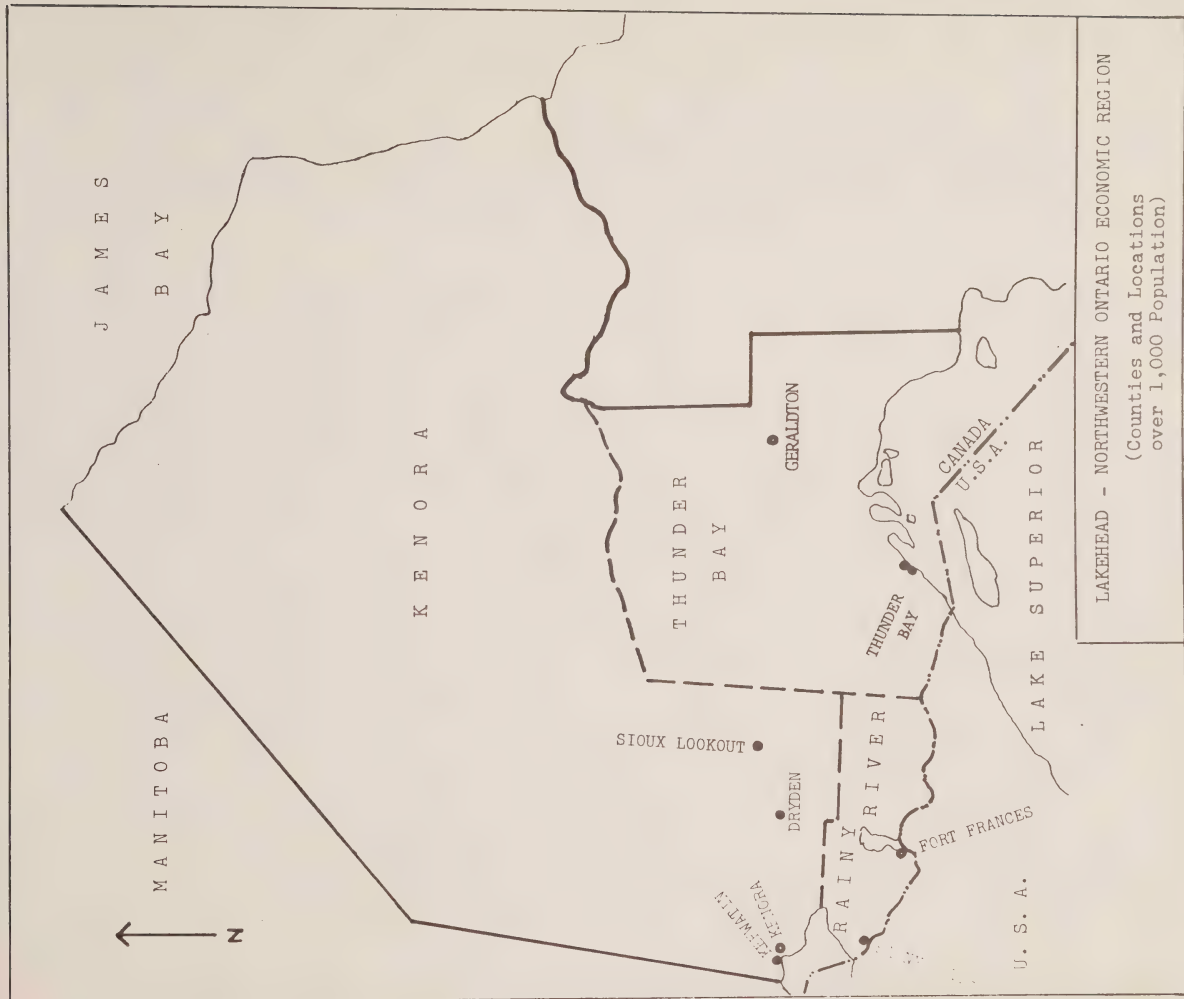




GEORGIAN BAY ECONOMIC REGION

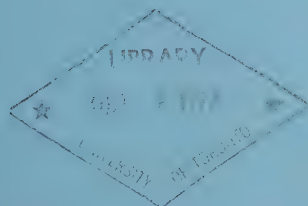
(Counties and Locations
over 1,000 Population)





LAKEHEAD - NORTHWESTERN ONTARIO ECONOMIC REGION
(Counties and Locations
over 1,000 Population)

**NEGOTIATED WAGES AND WORKING CONDITIONS
IN
ONTARIO HOSPITALS
1972**



**Research Branch
Ontario Ministry of Labour**



NEGOTIATED WAGES AND WORKING CONDITIONS

IN

ONTARIO HOSPITALS

1972

by

Research Branch

Ontario Ministry of Labour

July 1972

Hon. Fernand Guindon,
Minister

R. D. Johnston,
Deputy Minister

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I N T R O D U C T I O N

This report is a statistical analysis of collective agreements covering approximately 36,000 full-time employees in 150 hospitals located in the Province of Ontario. The report consists of two parts.

PART I - WORKING CONDITIONS

Part I consists of forty-one tables. The first six of these tables give information on the geographical distribution of hospital contracts, the unions that are party to them, their duration and the sizes and types of bargaining units to which they apply. The remaining tables classify the agreements and employee coverage data for specific provisions by type of bargaining unit. The subject matter of these provisions pertains to union membership; check-off of union dues; hours of work; virtually all arrangements for remuneration above basic wage rates, for example, overtime compensation and shift premiums; paid time off; contributions to health, welfare and pension plans; and others. The tables covering related provisions, for example, those on hours of work, are grouped together in eight separate sections that are identified in the Table of Contents.

The tables show the prevalence in terms both of agreements and employees covered of the major working conditions established by 255 hospital contracts. This number accounts for all

of the hospital collective agreements held in the Ministry of Labour's Collective Agreements Library at the time the data for Part I were compiled, that is, June 30, 1972. On that date, 206 of the agreements were current, and the remaining 49 were in various stages of re-negotiation. (The Library endeavours to have on file all Ontario collective agreements.)

PART II - WAGES

Part II of the report shows the rates of pay provided for selected hospital occupations that fall within existing bargaining units. This Part consists of ten tables, each of which sets out bargained hospital wage rates in one of the economic regions of the Province. These regions and the major population centres in them are shown on maps that appear in Appendix II.

The rates of pay were obtained from 256 agreements. Of these, 220 were current and 36 were being re-negotiated when the wage data were compiled in mid-July 1972. Only the final wage rates established by the 36 agreements under negotiation are reported. (The number of agreements analyzed in Part II and the information on whether or not they are current varies slightly from the similar data shown for Part I because the cut-off date for analysis was two weeks later, that is, July 14, not June 30, 1972.)

Occupations Covered

The occupations for which wage data are given are listed in the left-hand stub of each table. These occupations are the ones that appear most consistently in hospital agreements, and the data presented give a comprehensive picture of the bargaining rates applicable to them. The occupations are classified under seven major headings - 'clerical', 'dietary', 'housekeeping', 'maintenance and engineering', 'nursing', 'nursing education', 'technicians and technologists' and are listed alphabetically by title within these headings.

Wage Rates

For each occupation listed in the tables, a minimum and maximum or single rate of pay is given on an hourly, weekly, or monthly basis. Where a single rate occurs it is shown in the column marked "Maximum". The period each rate is in effect is given, and the last date entered in the extreme right-hand column and that refers to a specific agreement code is the termination date of the contract.

The columns marked "Agmt. Rate" show rates printed in the contracts rounded to the nearest dollar except where that rate is stated in hourly terms. To facilitate comparisons, where rates are given as hourly, weekly or bi-weekly, they have been converted to monthly equivalents and are shown in the columns marked "Mthly. Equi."

The equivalent monthly rates were obtained from actual (not rounded) rates, as follows:

- (1) where the agreement rates were hourly

$$\frac{\text{hourly rate} \times \text{weekly hours} \times 52}{12}$$

- (2) where the agreement rate was weekly

$$\frac{\text{weekly rate} \times 52}{12}$$

- (3) where the agreement rate was bi-weekly

$$\frac{\text{bi-weekly rate} \times 26}{12}$$

Agreement Identification

The code numbers entered in the second column of each table of Part II identify specific agreements. Therefore, if a code does not appear against an occupation title, that occupation was not found in the agreement in question. The hospitals covered by the agreements are listed against the code numbers in Appendix I.

Hospital Size

The numerical codes in the third column identify the number of beds in the hospitals covered by the contracts according to the relationship shown in the tabulation immediately below. These codes are presented in order to

allow the user to relate the wage data to hospital size.

<u>Number of Beds</u>	<u>Code</u>
Under 50	1
50 - 99	2
100 - 199	3
200 - 299	4
300 - 499	5
500 - 699	6

<u>Number of Beds</u>	<u>Code</u>
700 - 899	7
900 and over	8

The report was prepared in the Ministry of Labour Research Branch by Agnes Gesing, assisted by Frederick W. Groom, George C. Cameron and Thomas Ritchie and under the general direction of Lenard Haywood.

P A R T I

WORKING CONDITIONS

SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION,
UNION, DURATION, EXPIRY DATE AND BAR-
GAINING UNIT SIZE AND TYPE

TABLE 1

REGIONAL AND URBAN DISTRIBUTION OF ONTARIO HOSPITAL AGREEMENTS

ECONOMIC REGION AND URBAN CENTRE OF 5,000 AND MORE POPULATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agtrts.	Empls.	Agtrts.	Empls.	Agtrts.	Empls.	Agtrts.	Empls.	No.	%	No.	%
<u>Eastern Ontario</u>	24	2,266	2	456	5	1,634	4	1,913	35	13.7	6,269	17.5
Brockville	1	100	-	-	1	100	-	-	2	0.8	200	0.6
Cornwall	1	161	-	-	-	-	-	-	1	0.4	161	0.5
Hawkesbury	1	144	-	-	-	-	-	-	1	0.4	144	0.4
Kingston	4	503	1	281	1	399	1	198	7	2.7	1,381	3.8
Ottawa	12	1,334	1	175	3	1,135	2	1,680	18	7.1	4,324	12.0
Smith Falls	2	9	-	-	-	-	-	-	2	0.8	9	0.0
Remainder	3	15	-	-	-	-	1	35	4	1.6	50	0.1
<u>Lake Ontario</u>	10	815	3	139	2	425	-	-	15	5.9	1,379	3.8
Belleville	2	205	2	117	1	265	-	-	5	2.0	587	1.6
Bowmanville	2	65	-	-	-	-	-	-	2	0.8	65	0.2
Lindsay	1	4	-	-	-	-	-	-	1	0.4	4	0.0
Peterborough	3	476	1	22	1	160	-	-	5	2.0	658	1.8
Picton	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Trenton	1	60	-	-	-	-	-	-	1	0.4	60	0.2
<u>Central Ontario</u>	54	7,559	1	284	7	1,521	2	960	64	25.1	10,324	28.8
Ajax	1	76	-	-	1	85	-	-	2	0.8	161	0.5
Brampton	2	263	-	-	1	342	-	-	3	1.2	605	1.7
Burlington	1	8	-	-	1	375	1	205	3	1.2	588	1.6
Georgetown	1	41	-	-	-	-	-	-	1	0.4	41	0.1
Milton	1	44	-	-	-	-	-	-	1	0.4	44	0.1
Mississauga	1	8	-	-	-	-	-	-	1	0.4	8	0.0
Newmarket	1	185	-	-	-	-	-	-	1	0.4	185	0.5
Oakville	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Oshawa	2	390	-	-	1	251	-	-	3	1.2	641	1.8
Richmond Hill	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Toronto (Metropolitan)	42	6,534	1	284	3	468	1	755	47	18.4	8,041	22.3
<u>Niagara</u>	17	2,863	-	-	5	1,610	2	1,808	24	9.4	6,281	17.4
Brantford	4	469	-	-	-	-	-	-	4	1.6	469	1.3
Fort Erie	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Hamilton	4	1,309	-	-	3	1,118	1	1,594	8	3.1	4,021	11.1
Niagara Falls	2	288	-	-	-	-	-	-	2	0.8	288	0.8
St. Catharines	3	444	-	-	2	492	1	214	6	2.4	1,150	3.2
Welland	2	298	-	-	-	-	-	-	2	0.8	298	0.8
Remainder	1	50	-	-	-	-	-	-	1	0.4	50	0.1
<u>Lake Erie</u>	11	1,761	1	83	1	290	-	-	13	5.1	2,134	5.9
Ingersoll	2	60	-	-	-	-	-	-	2	0.8	60	0.2
London	3	929	1	83	1	290	-	-	5	2.0	1,302	3.6
St. Thomas	1	287	-	-	-	-	-	-	1	0.4	287	0.8
Simcoe	1	175	-	-	-	-	-	-	1	0.4	175	0.5
Tillsonburg	2	130	-	-	-	-	-	-	2	0.8	130	0.4
Woodstock	2	180	-	-	-	-	-	-	2	0.8	180	0.5

TABLE 1 Cont'd.

ECONOMIC REGION AND URBAN CENTRE OF 5,000 AND MORE POPULATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
<u>Lake St. Clair</u>	19	2,118	1	75	4	397	-	-	24	9.4	2,590	7.2
Chatham	4	369	-	-	-	-	-	-	4	1.6	369	1.0
Leamington	1	80	-	-	-	-	-	-	1	0.4	80	0.2
Sarnia	3	281	1	75	-	-	-	-	4	1.6	356	1.0
Wallaceburg	-	-	-	-	1	60	-	-	1	0.4	60	0.2
Windsor	11	1,388	-	-	3	337	-	-	14	5.5	1,725	4.8
<u>Midwestern Ontario</u>	12	1,386	1	46	5	577	-	-	18	7.1	2,009	5.6
Galt	2	192	-	-	-	-	-	-	2	0.8	192	0.5
Goderich	1	80	-	-	1	17	-	-	2	0.8	97	0.3
Guelp	3	427	-	-	2	225	-	-	5	2.0	652	1.8
Kitchener	4	435	-	-	1	185	-	-	5	2.0	620	1.7
Stratford	1	226	1	46	1	150	-	-	3	1.2	422	1.2
Remainder	1	26	-	-	-	-	-	-	1	0.4	26	0.1
<u>Georgian Bay</u>	11	1,038	-	-	1	20	-	-	12	4.7	1,058	2.9
Barrie	2	260	-	-	-	-	-	-	2	0.8	260	0.7
Collingwood	1	116	-	-	-	-	-	-	1	0.4	116	0.3
Midland	1	42	-	-	-	-	-	-	1	0.4	42	0.1
Orangeville	1	81	-	-	-	-	-	-	1	0.4	81	0.2
Orillia	2	154	-	-	-	-	-	-	2	0.8	154	0.4
Owen Sound	1	210	-	-	-	-	-	-	1	0.4	210	0.6
Parry Sound	1	6	-	-	-	-	-	-	1	0.4	6	0.0
Remainder	2	169	-	-	1	20	-	-	3	1.2	189	0.5
<u>Northeastern Ontario</u>	18	1,767	1	3	6	490	3	240	28	11.0	2,500	6.9
Espanola	1	30	-	-	-	-	-	-	-	-	30	0.1
North Bay	4	301	-	-	1	115	-	-	5	2.0	416	1.2
Sault Ste. Marie	2	438	-	-	1	121	-	-	3	1.2	559	1.6
Sturgeon Falls	-	-	-	-	-	-	1	97	1	0.4	97	0.3
Sudbury	4	638	-	-	3	241	1	130	8	3.1	1,009	2.8
Remainder	7	360	1	3	1	13	1	13	11	4.3	389	1.1
<u>Lakehead-Northwestern Ontario</u>	15	998	2	100	2	139	3	199	22	8.6	1,436	4.0
Dryden	1	4	-	-	-	-	1	65	2	0.8	69	0.2
Fort Frances	-	-	-	-	-	-	1	92	1	0.4	92	0.3
Kenora	2	87	-	-	-	-	-	-	2	0.8	87	0.2
Thunder Bay	10	887	2	100	1	124	-	-	13	5.1	1,111	3.1
Remainder	2	20	-	-	1	15	1	42	4	1.6	77	0.2
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 2

UNIONS REPRESENTING EMPLOYEES COVERED BY ONTARIO HOSPITAL AGREEMENTS

UNION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE &		TOTAL			
							PROFESSIONAL		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
Canadian Union of General Employees	2	1,043	-	-	-	-	-	-	2	0.8	1,043	2.9
Canadian Operating Engineers	27	202	-	-	-	-	-	-	27	10.6	202	0.6
Civil Service Association of Ontario	-	-	2	105	-	-	-	-	2	0.8	105	0.3
District 50 (ATW)	1	18	-	-	-	-	-	-	1	0.4	18	0.0
International Operating Engineers	60	603	-	-	-	-	1	35	61	23.9	638	1.8
Nurses Associations	-	-	-	-	38	7,103	-	-	38	14.9	7,103	19.7
Office Employees	-	-	3	132	-	-	3	120	6	2.3	252	0.7
Public Employees	41	7,432	2	327	-	-	9	4,767	52	20.4	12,526	34.8
Service Employees	57	12,244	4	447	-	-	-	-	61	23.9	12,691	35.3
Service Employees Federation	3	1,029	-	-	-	-	-	-	3	1.2	1,029	2.9
Independent Local Unions	-	-	1	175	-	-	1	198	2	0.8	373	1.0
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 3

DURATION OF ONTARIO HOSPITAL AGREEMENTS

DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
One year	26	2,581	3	200	20	3,839	3	1,841	52	20.4	8,461	23.5
Between one and two years	29	3,518	1	284	9	1,377	1	198	40	15.7	5,377	15.0
Two years	118	13,426	8	702	7	1,741	8	2,229	141	55.3	18,098	50.3
Between two and three years	15	2,288	-	-	2	146	2	852	19	7.4	3,286	9.1
Three years	3	758	-	-	-	-	-	-	3	1.2	758	2.1
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 4

MONTH AND YEAR OF EXPIRATION OF ONTARIO HOSPITAL AGREEMENTS

MONTH	1971		1972		1973		1974		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
January	-	-	-	-	6	770	2	348	8	3.1	1,118	3.1
February	-	-	-	-	4	322	2	34	6	2.4	356	1.0
March	-	-	6	564	17	3,731	-	-	23	9.0	4,295	11.9
April	-	-	4	533	12	2,323	1	8	17	6.7	2,864	8.0
May	2	1,075	9	1,263	6	684	-	-	17	6.7	3,022	8.4
June	1	81	6	564	4	269	-	-	11	4.3	914	2.6
July	-	-	7	2,174	1	35	-	-	8	3.1	2,209	6.1
August	-	-	2	392	2	10	-	-	4	1.6	402	1.1
September	1	205	1	5	-	-	-	-	2	0.8	210	0.6
October	-	-	2	25	5	193	-	-	7	2.7	218	0.6
November	1	9	2	23	1	110	-	-	4	1.6	142	0.4
December	19	2,789	92	12,184	37	5,257	-	-	148	58.0	20,230	56.2
Total	24	4,159	131	17,727	95	13,704	5	390	255	100.0	35,980	100.0

TABLE 5

SIZE OF BARGAINING UNITS COVERED BY ONTARIO HOSPITAL AGREEMENTS

SIZE OF BARGAINING UNIT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
Under 25 employees	87	619	2	25	4	65	1	13	94	36.9	722	2.0
25 - 49 employees	9	317	4	209	1	36	2	77	16	6.3	639	1.7
50 - 99 employees	21	1,424	4	387	5	382	3	254	33	12.9	2,447	6.8
100 - 199 employees	34	5,180	-	-	18	2,510	3	508	55	21.6	8,198	22.8
200 - 499 employees	33	9,844	2	565	8	2,585	2	419	45	17.6	13,413	37.3
500 - 999 employees	6	4,187	-	-	2	1,525	1	755	9	3.5	6,467	18.0
1,000 - 1,999 employees	1	1,000	-	-	-	-	2	3,094	3	1.2	4,094	11.4
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 6

TYPE OF BARGAINING UNIT COVERED BY ONTARIO HOSPITAL AGREEMENTS

Type of Bargaining Unit	Agreements		Employees Covered	
	Number	Per cent	Number	Per Cent
Non-office employees ¹	191	74.9	22,571	62.7
Office employees ²	12	4.7	1,186	3.3
Professional employees ³	38	14.9	7,103	19.8
Non-office, office and professional employees	14	5.5	5,120	14.2
Total	255	100.0	35,980	100.0

1 - Includes service and/or maintenance employees.

2 - Includes office, clerical and/or technical employees.

3 - Includes only nurses.

SECTION 2

UNION SECURITY

TABLE 7

UNION MEMBERSHIP REQUIREMENTS UNDER ONTARIO HOSPITAL AGREEMENTS

MEMBERSHIP REQUIREMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	140	18,035	8	443	38	7,103	6	2,153	192	75.3	27,734	77.1
Closed shop ¹	4	35	-	-	-	-	-	-	4	1.6	35	0.1
Union shop ²	14	88	1	175	-	-	3	1,578	18	7.0	1,841	5.1
Modified union shop ³	20	1,977	1	3	-	-	4	634	25	9.8	2,614	7.3
Maintenance of membership ⁴	12	2,422	1	284	-	-	-	-	13	5.1	2,706	7.5
Other	1	14	1	281	-	-	1	755	3	1.2	1,050	2.9
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

1 - A closed shop requires the employer to hire and retain in its employ only union members.

2 - A union shop requires all employees to become members of the union within a specified time and to remain members as a condition of continued employment.

3 - A modified union shop is the same as a union shop except that certain groups or classes of employees may be exempted, most commonly employees hired before a specified date or those who were not members at the time the agreement took effect.

4 - Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the duration of the agreement, present employees who are not members are not required to join the union, new employees need not join but if they do they must maintain their membership as a condition of continued employment.

TABLE 8

CHECK-OFF¹ PAYMENTS UNDER ONTARIO HOSPITAL AGREEMENTS

TYPES OF PAYMENT CHECK-OFF	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	3	21	-	-	-	-	-	-	3	1.2	21	0.
Dues check-off only	155	19,816	12	1,186	38	7,103	10	4,103	215	84.3	32,208	89.
Dues and initiation fees	14	1,308	-	-	-	-	-	-	14	5.5	1,308	3.
Dues and assessments	14	938	-	-	-	-	2	790	16	6.3	1,728	4.
Dues, initiation fees and assessments	5	488	-	-	-	-	2	227	7	2.7	715	2.
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.

1 - Check-off is the arrangement whereby the employer regularly deducts from employees' wages union dues and other financial obligations to the union and remits the amounts to the union.

TABLE 9

AUTHORIZATION¹ FOR DUES CHECK-OFF UNDER ONTARIO HOSPITAL AGREEMENTS

TYPE OF AUTHORIZATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision for dues check-off	3	21	-	-	-	-	-	-	3	1.2	21	0.0
Compulsory for all employees	119	18,239	4	576	26	5,353	12	4,887	161	63.1	29,055	80.8
Voluntary for all employees	20	350	1	22	-	-	-	-	21	8.2	372	1.0
Modified - compulsory	49	3,961	7	588	12	1,750	2	233	70	27.5	6,532	18.2
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

1 - Authorization for dues check-off was classified into three types:

- (1) compulsory, where the employer is required to deduct union dues from the employees' wages without prior authorization from them, or where employees are required to authorize the employer to make such deductions;
- (2) voluntary, where employees may or may not authorize the employer to deduct union dues from their wages; and
- (3) modified-compulsory, where union dues deductions are compulsory for some of the employees in the bargaining unit and voluntary for others.

SECTION 3

HOURS OF WORK AND OVERTIME

TABLE 10
STANDARD DAILY HOURS UNDER ONTARIO HOSPITAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls	Agrts.	Empls.	Agrts.	Empls	Agrts.	Empls.	No.	%	No.	%
7-1/4 hours	-	-	1	3	-	-	-	-	1	0.4	3	0.0
7-1/2 hours	21	3,184	6	652	12	1,501	3	508	42	16.5	5,845	16.3
7-2/3 hours	1	193	-	-	-	-	-	-	1	0.4	193	0.5
7-3/4 hours	6	1,560	-	-	18	4,103	-	-	24	9.4	5,663	15.7
8 hours	158	17,217	3	204	7	1,322	5	471	173	67.8	19,214	53.4
Varies for different groups of employees	5	417	2	327	1	177	5	3,927	13	5.1	4,848	13.5
Other	-	-	-	-	-	-	1	214	1	0.4	214	0.6
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 11

STANDARD OR AVERAGE WEEKLY HOURS UNDER ONTARIO HOSPITAL AGREEMENTS

NUMBER OF HOURS	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
36-1/4 hours	-	-	1	3	-	-	-	-	1	0.4	3	0.0
37-1/2 hours	21	3,184	6	652	12	1,501	3	508	42	16.5	5,845	16.3
38-1/3 hours	1	193	-	-	-	-	-	-	1	0.4	193	0.5
38-3/4 hours	6	1,560	-	-	18	4,103	-	-	24	9.4	5,663	15.7
40 hours	148	16,470	3	204	7	1,322	5	471	163	64.0	18,467	51.3
42 hours	8	41	-	-	-	-	-	-	8	3.0	41	0.1
Varies for different groups of employees	6	739	2	327	1	177	5	3,927	14	5.5	5,170	14.4
Other	1	384	-	-	-	-	1	214	2	0.8	598	1.7
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 12
COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS
UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	36	2,527	4	146	4	729	3	285	47	18.4	3,687	10.2
Time and one-half	137	18,843	8	1,040	32	5,881	11	4,835	188	73.7	30,599	85.1
Straight time followed by time and one-half	3	16	-	-	-	-	-	-	3	1.2	16	0.0
Time and one-half followed by double time	9	164	-	-	-	-	-	-	9	3.5	164	0.5
Equivalent time off or pay at time and one-half	4	814	-	-	-	-	-	-	4	1.6	814	2.3
Time and one-half off or pay at time and one-half	1	203	-	-	2	493	-	-	3	1.2	696	1.9
Other	1	4	-	-	-	-	-	-	1	0.4	4	0.0
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 13

COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY, BIWEEKLY, OR MONTHLY HOURS UNDER
ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS No.	%	EMPLOYEES No.
No provision	49	5,659	3	251	9	1,258	7	1,945	68	26.7	9,113
Time and one-half	134	16,093	7	886	23	4,180	7	3,175	171	67.0	24,334
Straight time followed by time one-half	3	18	-	-	-	-	-	-	3	1.2	18
Time and one-half off	-	-	-	-	1	875*	-	-	1	0.4	875
Equivalent time off or pay at straight time	-	-	1	3	-	-	-	-	1	0.4	3
Equivalent time off or pay at time and one-half	4	598	1	46	1	60	-	-	6	2.4	704
Time and one-half off or pay at time and one-half	1	203	-	-	1	353	-	-	2	0.7	556
Varies for different groups of Employees	-	-	-	-	3	377	-	-	3	1.2	377
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980

* Applies to Nurse-Teachers only

TABLE 14

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SATURDAY UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	177	20,539	10	1,008	13	1,234	11	3,980	211	82.7	26,761	74.4
Time and one-half	13	1,829	1	175	24	5,516	2	385	40	15.7	7,905	22.0
Equivalent time off or pay at straight time	-	-	1	3	-	-	-	-	1	0.4	3	0.0
Time and one-half off or pay at time and one-half	1	203	-	-	1	353	-	-	2	0.8	556	1.5
Time and one-half plus a day off	-	-	-	-	-	-	1	755	1	0.4	755	2.1
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 15

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SIXTH DAY UNDER
ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		Agrts. Empls.		AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	147	15,222	9	894	20	2,666	6	1,926	182	71.4	20,708	57.1
Time and one-half	34	6,112	3	292	12	2,800	5	2,111	54	21.2	11,315	31.9
Time and one-half followed by double-time	-	-	-	-	1	650	-	-	1	0.4	650	1.8
Double-time	5	231	-	-	-	-	1	130	6	2.3	361	1.0
Equivalent time off or pay at time and one-half	4	803	-	-	3	324	-	-	7	2.7	1,127	3.2
Time and one-half off or pay at time and one-half	1	203	-	-	1	353	1	198	3	1.2	754	2.1
Time and one-half plus a day off	-	-	-	-	1	310	1	755	2	0.8	1,065	3.0
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 16
COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SUNDAY
UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	170	20,115	10	1,008	13	1,234	11	3,980	204	80.0	26,337	73.2
Time and one-half	12	1,801	1	175	23	4,866	2	385	38	14.9	7,227	20.1
Time and one-half followed by double time	-	-	-	-	1	650	-	-	1	0.4	650	1.8
Double time	8	452	-	-	-	-	-	-	8	3.1	452	1.2
Time and one-half off or pay at time and one-half	1	203	1	3	1	353	-	-	3	1.2	559	1.6
Time and one-half plus a day off	-	-	-	-	-	-	1	755	1	0.4	755	2.1
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 17

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SEVENTH DAY
UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	146	15,552	9	894	20	2,666	6	1,926	181	71.0	21,038	58.5
Time and one-half	29	5,726	3	292	12	2,800	5	2,111	49	19.2	10,929	30.4
Time and one-half followed by Double time	-	-	-	-	1	650	-	-	1	0.4	650	1.9
Double time	11	287	-	-	-	-	1	130	12	4.7	417	1.2
Equivalent time off or pay at time and one-half	4	803	-	-	3	324	-	-	7	2.7	1,127	3.2
Time and one-half off or pay at time and one-half	1	203	-	-	1	353	1	198	3	1.2	754	2.2
Time and one-half plus a day off	-	-	-	-	1	310	1	755	2	0.8	1,065	3.0
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 18

PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PAYMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	136	17,137	12	1,186	33	6,126	11	3,304	192	75.3	27,753	77.1
\$1.00 per meal	3	208	-	-	-	-	-	-	3	1.2	208	0.6
\$1.25 per meal	1	15	-	-	-	-	-	-	1	0.4	15	0.0
\$2.00 per meal	2	10	-	-	-	-	-	-	2	0.8	10	0.0
Meals paid, amount not specified	1	331	-	-	-	-	-	-	1	0.4	331	0.9
\$1.50 per meal paid or meal supplied	4	77	-	-	1	650	1	1,594	6	2.3	2,321	6.5
\$2.00 per meal paid or meal supplied	10	86	-	-	1	110	-	-	11	4.3	196	0.6
\$2.40 per meal paid or meal supplied	1	8	-	-	-	-	-	-	1	0.4	8	0.0
\$2.50 per meal paid or meal supplied	1	6	-	-	-	-	-	-	1	0.4	6	0.0
\$3.00 per meal paid or meal supplied	2	10	-	-	-	-	-	-	2	0.8	10	0.0
Meals furnished by the employer	28	4,660	-	-	3	217	2	222	33	12.9	5,099	14.2
Other	2	23	-	-	-	-	-	-	2	0.8	23	0.1
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

SECTION 4
SHIFT PREMIUMS

TABLE 19

SECOND SHIFT PREMIUMS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
No provision	27	1,850	1	3	-	-	3	145	31	12.1	2,004	5.6
Amount per hour												
5 cents	2	209	-	-	-	-	1	130	3	1.2	339	0.9
6 cents	1	275	-	-	-	-	-	-	1	0.4	275	0.8
9 cents	5	35	-	-	-	-	-	-	5	2.0	35	0.1
10 cents	2	217	1	75	-	-	-	-	3	1.2	292	0.8
12 cents	-	-	1	35	-	-	-	-	1	0.4	35	0.1
12½ cents	7	1,225	1	175	1	399	1	180	10	3.9	1,979	5.5
13 cents	1	3	-	-	-	-	-	-	1	0.4	3	0.0
14 cents	-	-	-	-	1	60	-	-	1	0.4	60	0.2
15 cents	12	850	-	-	-	-	-	-	12	4.7	850	2.4
16 cents	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Amount per shift												
50 cents	5	763	-	-	-	-	-	-	5	2.0	763	2.1
72 cents	1	78	-	-	-	-	-	-	1	0.4	78	0.2
75 cents	8	1,551	-	-	-	-	1	198	9	3.5	1,549	4.3
80 cents	1	4	1	54	-	-	1	65	3	1.2	123	0.3
\$1.00	93	13,590	6	798	28	4,585	7	4,402	134	52.5	23,375	65.0
\$1.10	1	289	-	-	5	918	-	-	6	2.3	1,207	3.4
\$1.20	6	46	-	-	2	266	-	-	8	3.1	312	0.9
Amount per month												
\$6.08	1	5	-	-	-	-	-	-	1	0.4	5	0.0
\$10.00	1	105	-	-	-	-	-	-	1	0.4	105	0.3
\$15.00	1	9	-	-	-	-	-	-	1	0.4	9	0.0
Per cent of wages												
6 per cent	1	80	-	-	-	-	-	-	1	0.4	80	0.2
Varies for different groups of employees	1	59	-	-	-	-	-	-	1	0.4	59	0.2
Changes during term of agreement	13	1,517	1	46	-	-	-	-	14	5.5	1,563	4.3
Other	-	-	-	-	1	875	-	-	1	0.4	875	2.4
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

THIRD SHIFT PREMIUMS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PREMIUM	NON-OFFICE		OFFICE		PROFESSIONAL		ON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	26	1,663	1	3	-	-	3	145	30	11.8	1,811	5.0
Amount per hour												
5 cents	2	209	-	-	-	-	-	-	2	0.8	209	0.6
7 cents	-	-	-	-	-	-	1	130	1	0.4	130	0.4
8 cents	1	275	-	-	-	-	-	-	1	0.4	275	0.8
10 cents	2	217	-	-	-	-	-	-	2	0.8	217	0.6
11 cents	1	9	-	-	-	-	-	-	1	0.4	9	0.0
12 cents	-	-	2	110	-	-	-	-	2	0.8	110	0.3
12-1/2 cents	11	1,251	1	175	1	399	1	180	14	5.5	2,005	5.6
14 cents	-	-	-	-	1	60	-	-	1	0.4	60	0.2
15 cents	12	845	-	-	-	-	-	-	12	4.7	845	2.3
16 cents	1	5	-	-	-	-	-	-	1	0.4	5	0.0
Amount per shift												
50 cents	3	582	-	-	-	-	-	-	3	1.1	582	1.6
75 cents	2	183	-	-	-	-	1	198	3	1.1	381	1.1
80 cents	-	-	1	54	-	-	-	-	1	0.4	54	0.2
88 cents	1	78	-	-	-	-	-	-	1	0.4	78	0.2
\$1.00	103	15,136	6	798	26	4,262	7	3,712	142	55.7	23,908	66.5
\$1.10	1	289	-	-	5	918	-	-	6	2.3	1,207	3.4
\$1.20	6	46	-	-	3	576	1	755	10	3.9	1,377	3.8
\$1.35	1	8	-	-	-	-	-	-	1	0.4	8	0.0
\$2.00	-	-	-	-	1	13	-	-	1	0.4	13	0.0
Amount per month												
\$6.08	1	5	-	-	-	-	-	-	1	0.4	5	0.0
\$10.00	1	105	-	-	-	-	-	-	1	0.4	105	0.3
\$15.00	1	9	-	-	-	-	-	-	1	0.4	9	0.0
Per cent of wages												
8 per cent	1	80	-	-	-	-	-	-	1	0.4	80	0.2
Varies for different groups of employees	1	59	-	-	-	-	-	-	1	0.4	59	0.2
Changes during term of agreement	13	1,517	1	46	-	-	-	-	14	5.5	1,563	4.3
Other	-	-	-	-	1	875	-	-	1	0.4	875	2.4
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

SECTION 5
PAY GUARANTEES

TABLE 21
REPORTING PAY GUARANTEES¹ UNDER ONTARIO HOSPITAL AGREEMENTS

MINIMUM GUARANTEE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	114	8,025	10	621	14	2,686	12	4,810	150	58.8	16,142	44.9
2 hours of work or pay	1	319	-	-	-	-	-	-	1	0.4	319	0.9
3 hours of work or pay	9	1,220	-	-	2	200	-	-	11	4.3	1,420	3.9
4 hours of work or pay	66	12,732	2	565	21	3,567	1	180	90	35.3	17,044	47.4
Graduated payments	1	275	-	-	-	-	1	130	2	0.8	405	1.1
Other	-	-	-	-	1	650	-	-	1	0.4	650	1.8
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

1. Reporting pay provisions guarantee employees an amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.

TABLE 22
CALL-BACK PAY GUARANTEE¹ UNDER ONTARIO HOSPITAL AGREEMENTS

MINIMUM GUARANTEE AND RATE OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	\$	No.	\$
No provision	34	2,950	3	182	4	327	3	145	44	17.3	3,604	10.0
Minimum of 2 hours at straight time	3	253	1	35	-	-	-	-	4	1.6	288	0.8
Minimum of 3 hours at straight time	9	1,312	-	-	7	1,112	1	198	17	6.7	2,622	7.3
Minimum of 4 hours at straight time	22	2,155	2	78	7	1,051	-	-	31	12.1	3,284	9.1
Minimum of 2 hours at time and one-half	28	4,768	3	410	3	1,900	2	272	36	14.1	7,350	20.4
Minimum of 2½ hours at time and one-half	-	-	-	-	1	353	-	-	1	0.4	353	1.0
Minimum of 3 hours at time and one-half	36	6,940	2	459	5	521	4	3,201	47	18.4	11,121	30.9
Minimum of 4 hours at time and one-half	26	791	-	-	1	115	-	-	27	10.6	906	2.5
Minimum of 4 hours at double time	1	8	-	-	-	-	-	-	1	0.4	8	0.0
Minimum of 3 hours at straight time or actual hours at premium rate, whichever is greater	5	616	-	-	2	224	-	-	7	2.7	840	2.3
Minimum of 4 hours at straight time or actual hours worked at premium rate, whichever is greater	19	1,378	-	-	3	464	1	214	23	9.0	2,056	5.7
Minimum of 2 hours at applicable over-time rate	1	54	-	-	-	-	-	-	1	0.4	54	0.2
Minimum of 3 hours at applicable over-time rate	1	78	-	-	-	-	1	130	2	0.8	208	0.6
Minimum of 2 hours, rate not specified	-	-	1	22	-	-	-	-	1	0.4	22	0.1
Minimum of 3 hours, rate not specified	-	-	-	-	2	450	-	-	2	0.8	450	1.3
Minimum of 4 hours, rate not specified	3	13	-	-	2	526	1	755	6	2.3	1,294	3.6
Other	3	1,255	-	-	1	60	1	205	5	2.0	1,520	4.2
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

1 Call-back or call-in pay provisions guarantee employees an amount of pay or hours of work if they are called back after they have gone home or if they are called in to work out of normally scheduled hours, early in the morning or on weekends.

SECTION 6

ALLOWANCES FOR WORK CLOTHING
OR UNIFORMS

TABLE 23

SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS UNDER ONTARIO HOSPITAL AGREEMENTS

Provision	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
no provision	72	6,085	7	587	27	5,599	7	2,297	113	44.3	14,568	40.5
supplied at no cost to employees	97	12,873	5	599	-	-	4	1,757	106	41.6	15,229	42.3
replaced at no cost to employees	2	509	-	-	1	140	-	-	3	1.2	649	1.8
replaced at some cost to employees	1	5	-	-	-	-	-	-	1	0.4	5	0.0
employer makes a monetary allowance	9	1,262	-	-	8	1,061	1	214	18	7.0	2,537	7.1
initial work clothing supplied at some cost to employee, replacements at no cost	1	241	-	-	-	-	-	-	1	0.4	241	0.7
other	9	1,596	-	-	2	303	2	852	13	5.1	2,751	7.6
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 24

MAINTENANCE¹ OF OR ALLOWANCES FOR MAINTENANCE OF WORK CLOTHING OR
UNIFORMS UNDER ONTARIO HOSPITAL AGREEMENTS

PROVISION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	91	8,874	7	587	23	3,192	8	2,533	129	50.6	15,186	42.1
Maintained at no cost to employees	95	13,109	5	599	13	3,470	4	1,735	117	45.9	18,913	52.1
Maintained at some cost to employees	1	115	-	-	-	-	-	-	1	0.4	115	0.3
Employer makes monetary allowance	2	135	-	-	1	151	-	-	3	1.2	286	0.8
Other	2	338	-	-	1	290	2	852	5	1.9	1,480	4.1
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

1 - Refers to laundering and cleaning services.

SECTION 7

PAY FOR TIME NOT WORKED

TABLE 25

PAID REST OR RELIEF PERIODS UNDER ONTARIO HOSPITAL AGREEMENTS

NUMBER OF DAILY PERIODS AND DURATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	92	3,231	2	100	3	468	3	192	100	39.2	3,991	11.1
1 period of 15 minutes	2	423	1	3	-	-	3	391	6	2.3	817	2.3
1 period of 20 minutes	2	121	-	-	1	290	-	-	3	1.2	411	1.1
2 periods, 7 minutes each	1	335	-	-	-	-	-	-	1	0.4	335	0.9
2 periods, 10 minutes each	30	4,127	4	585	7	1,975	2	1,597	43	16.9	8,284	23.0
2 periods, 15 minutes each	58	13,192	5	498	25	3,954	5	1,346	93	36.5	18,990	52.8
Periods and duration not specified	4	723	-	-	-	-	-	-	4	1.5	723	2.0
Other	2	419	-	-	2	416	1	1,594	5	2.0	2,429	6.8
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 26

PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO HOSPITAL AGREEMENTS

DAILY TIME ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS No.	%	EMPLOYEES No.
No provision	177	18,821	12	1,186	36	6,678	11	4,138	236	92.5	30,823
1 period of 5 minutes	8	2,096	-	-	-	-	3	982	11	4.3	3,078
1 period of 10 minutes	3	1,256	-	-	-	-	-	-	3	1.2	1,256
1 period of 15 minutes	1	230	-	-	1	160	-	-	2	0.8	390
2 periods, 5 minutes each	1	161	-	-	-	-	-	-	1	0.4	161
Periods and duration not specified	1	7	-	-	1	265	-	-	2	0.8	272
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980

TABLE 27

PAID JURY DUTY LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF PAY	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS No.	%	EMPLOYEES No.	%
No provision	60	7,080	5	220	11	1,384	3	303	79	31.0	8,987	25.0
Difference between regular pay and jury fees	128	15,301	7	966	26	5,568	11	4,817	172	67.4	26,652	74.1
Not specified	3	190	-	-	1	151	-	-	4	1.6	341	0.9
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 28

PAID BEREAVEMENT LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

MAXIMUM NUMBER OF DAYS ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	6	416	1	3	1	115	1	13	9	3.5	547	1.5
3 days	120	15,206	6	544	11	1,562	9	3,160	146	57.2	20,472	56.9
5 days	1	31	1	175	1	875	-	-	3	1.2	1,081	3.0
3 days for death in immediate family, 1 for other relatives	60	6,613	4	464	24	4,491	3	447	91	35.7	12,015	33.4
3 days for death in immediate family, leave for death of other relatives at the discretion of employer	2	260	-	-	-	-	-	-	2	0.8	260	0.7
3 days for death in immediate family, 1 day for close relatives, leave for death of other relatives at the discretion of employer	1	40	-	-	-	-	-	-	1	0.4	40	0.1
5 days for death in immediate family, 3 days for close relatives, 1 day for other relatives	-	-	-	-	1	60	-	-	1	0.4	60	0.2
3 days basic with 2 additional days if travel involved	1	5	-	-	-	-	-	-	1	0.4	5	0.0
3 days basic with additional days at the discretion of the employer if travel involved.	-	-	-	-	-	-	1	1,500	1	0.4	1,500	4.2
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 29

ANNUAL PAID SICK LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

ANNUAL ALLOWANCE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No paid sick leave plan	5	101	-	-	-	-	-	-	5	2.0	101	0.3
10 days	46	4,148	4	166	12	1,986	2	55	64	25.1	6,355	17.7
12 days	45	5,801	5	687	3	499	3	387	56	22.0	7,374	20.5
13 days	1	170	-	-	-	-	-	-	1	0.4	170	0.5
15 days	21	2,626	-	-	6	827	2	310	29	11.4	3,763	10.4
18 days	55	7,713	2	258	16	3,624	6	4,303	79	31.0	15,898	44.2
24 days	1	6	-	-	-	-	-	-	1	0.4	6	0.0
Varies with length of service	17	2,006	1	75	1	167	1	65	20	7.8	2,313	6.4
Total	191	12,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 30
MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO HOSPITAL AGREEMENTS

MAXIMUM ACCUMULATION ALLOWED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agmts. Empls.		Agmts. Empls.		Agmts. Empls.		Agmts. Empls.		AGREEMENTS		EMPLOYEES	
	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	Agmts.	Empls.	No.	%	No.	%
No paid sick leave plan	5	101	-	-	-	-	-	-	5	2.0	101	0.3
Unused sick leave not cumulative	1	221	1	75	-	-	-	-	2	0.8	296	0.8
60 - 89 days	61	6,323	5	450	15	2,277	2	55	83	32.5	9,105	25.3
90 - 119 days	50	6,108	1	22	6	835	2	189	59	23.1	7,154	19.9
120 - 149 days	52	5,336	2	100	8	1,166	3	400	65	25.5	7,002	19.5
150 - 179 days	1	287	-	-	1	265	1	214	3	1.2	766	2.1
180 - 209 days	3	628	1	281	3	758	1	198	8	3.1	1,865	5.2
210 - 249 days	2	1,052	-	-	1	110	1	180	4	1.6	1,342	3.7
300 or more days	1	203	-	-	-	-	-	-	1	0.4	203	0.6
Accumulation varies with length of service	2	417	-	-	-	-	-	-	2	0.8	417	1.2
No limit specified	12	1,888	2	258	4	1,692	4	3,884	22	8.6	7,722	21.5
Other	1	7	-	-	-	-	-	-	1	0.4	7	0.0
Total	191	22,571	12	1,186	38	7,103	14	5,107	255	100.0	35,980	100.0

TABLE 31
PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF
EMPLOYMENT UNDER ONTARIO HOSPITAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		TOTAL	
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No paid sick leave plan	5	101	-	-	-	-	-	-	5	2.0	101	0.3
Plans not specifying payment for unused allowance	73	7,738	8	625	13	2,009	5	279	99	38.8	10,651	29.6
Per cent of unused allowance paid for under plans specifying payment												
25 per cent	3	199	-	-	-	-	-	-	3	1.2	199	0.5
33-1/3 per cent	1	78	-	-	-	-	-	-	1	0.4	78	0.2
50 per cent	69	9,707	3	478	18	4,527	5	2,182	95	37.3	16,894	46.9
75 per cent	-	-	-	-	-	-	1	180	1	0.4	180	0.5
100 per cent	7	376	-	-	2	170	-	-	9	3.5	546	1.5
Varies with length of service	27	4,171	1	83	4	380	2	885	34	13.3	5,519	15.4
Varies for different groups of employees	1	80	-	-	1	17	-	-	2	0.8	97	0.3
Other	5	121	-	-	-	-	1	1,594	6	2.3	1,715	4.8
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 32

PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT UNDER ONTARIO
HOSPITAL AGREEMENTS

PER CENT OF UNUSED ALLOWANCE PAID	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No paid sick leave plan	5	101	-	-	-	-	-	-	5	2.0	101	0.3
Plans not specifying payment for unused allowance	125	14,149	9	647	31	2,589	4	295	169	66.2	17,680	49.1
Per cent of unused allowance paid for under plans specifying payment												
50 per cent	30	3,500	1	175	7	4,514	5	1,207	43	16.9	9,396	26.1
75 per cent	4	521	-	-	-	-	1	180	5	2.0	701	2.0
100 per cent	15	2,297	1	281	-	-	4	3,438	20	7.8	6,016	16.7
Varies with length of service	12	2,003	1	83	-	-	-	-	13	5.1	2,086	5.8
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 33

PAID HOLIDAYS UNDER ONTARIO HOSPITAL AGREEMENTS

HOLIDAY TYPE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL		EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS No.	%	
9 holidays	27	1,312	2	76	1	15	2	139	32	12.6	1,542
10 holidays	150	20,415	8	1,061	37	7,088	10	4,213	205	80.4	32,777
11 holidays	7	84	1	3	-	-	1	755	9	3.5	842
Varies for different groups of employees	-	-	-	-	-	-	1	13	1	0.4	13
Changes during term of agreement	7	760	1	46	-	-	-	-	8	3.1	806
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980

TABLE 34

COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO HOSPITAL AGREEMENTS

AMOUNT OF COMPENSATION	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	2	15	-	-	-	-	-	-	2	0.8	15	0.0
Straight time plus holiday pay	1	8	-	-	-	-	-	-	1	0.4	8	0.0
Time and one-half plus holiday pay	92	8,177	3	539	6	896	4	329	105	41.2	9,941	27.6
Double time plus holiday pay	5	43	-	-	-	-	-	-	5	2.0	43	0.1
Pay varies for work on different holidays	6	746	1	46	-	-	-	-	7	2.7	792	2.2
Time and one-half plus holiday pay or another day off with pay	43	6,387	1	46	8	1,143	3	2,547	55	21.6	10,123	28.1
Double time plus holiday pay or another day off with pay	1	144	-	-	-	-	-	-	1	0.4	144	0.4
Straight time plus another day off with pay	2	48	-	-	-	-	-	-	2	0.8	48	0.1
Time and one-half plus another day off with pay	17	2,194	4	214	21	3,924	3	429	45	17.6	6,761	18.8
Time and three-quarters plus another day off with pay	-	-	-	-	-	-	1	1,500	1	0.4	1,500	4.2
Double time plus another day off with pay	-	-	-	-	3	1,140	-	-	3	1.2	1,140	3.2
Day off with pay or an extra day's pay	-	-	1	54	-	-	-	-	1	0.4	54	0.2
Equivalent time off	1	150	-	-	-	-	-	-	1	0.4	150	0.4
Time and one-half or equivalent time off plus holiday pay	6	693	-	-	-	-	-	-	6	2.3	693	1.9
Time and one-half or time and one-half off plus holiday pay	6	1,254	2	287	-	-	1	97	9	3.5	1,638	4.6
Varies with number of hours worked	-	-	-	-	-	-	1	205	1	0.4	205	0.6
Varies for different groups of employees	-	-	-	-	-	-	1	13	1	0.4	13	0.0
Other	9	2,712	-	-	-	-	-	-	9	3.5	2,712	7.6
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 35

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION
UNDER ONTARIO HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	AGREEMENTS		EMPLOYEES	
									No.	%	No.	%
No provision	4	103	1	281	9	1,359	-	-	14	5.5	1,743	4.8
Less than one year's service	3	48	3	280	27	5,169	2	1,680	35	13.7	7,177	20.0
1 year	181	21,885	7	590	-	-	10	1,091	198	77.7	23,566	65.5
Varies for different groups of employees	2	385	1	35	2	575	2	2,349	7	2.7	3,344	9.3
Changes during term of agreement	1	150	-	-	-	-	-	-	1	0.4	150	0.4
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 36

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION UNDER ONTARIO
HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agreements		No.	%
No provision	4	20	-	-	-	-	-	-	4	1.6	20	0.1
Less than one year	-	-	-	-	1	20	-	-	1	0.4	20	0.1
1 year	7	151	4	561	30	5,244	2	1,680	43	16.9	7,636	21.2
2 years	1	475	-	-	-	-	-	-	1	0.4	475	1.3
3 years	4	632	-	-	-	-	-	-	4	1.6	632	1.8
4 years	4	484	-	-	-	-	-	-	4	1.6	484	1.3
5 years	55	5,381	2	49	-	-	4	584	61	23.9	6,014	16.7
6 years	41	5,279	1	284	-	-	3	204	45	17.6	5,767	16.0
7 years	19	2,418	3	211	-	-	2	211	24	9.4	2,840	7.9
8 years	11	641	-	-	-	-	-	-	11	4.3	641	1.8
9 years	1	4	-	-	-	-	-	-	1	0.4	4	0.0
10 years	2	9	-	-	-	-	-	-	2	0.8	9	0.0
Varies for different groups of employees	28	5,131	1	35	7	1,839	2	2,349	38	14.9	9,354	26.0
Changes during term of agreement	9	1,271	1	46	-	-	1	92	11	4.3	1,409	3.9
Other	5	675	-	-	-	-	-	-	5	1.9	675	1.9
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 37

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION
UNDER ONTARIO HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	27	1,144	-	-	-	-	1	35	28	11.0	1,179	3.3
1 year	-	-	-	-	1	20	-	-	1	0.4	20	0.0
2 years	-	-	-	-	3	154	-	-	3	1.2	154	0.4
3 years	-	-	-	-	4	1,028	-	-	4	1.6	1,028	2.9
4 years	-	-	-	-	2	113	-	-	2	0.8	113	0.3
5 years	-	-	-	-	10	1,566	-	-	10	3.9	1,566	4.4
8 years	-	-	2	105	-	-	-	-	2	0.8	105	0.3
10 years	-	-	1	175	-	-	1	130	2	0.8	305	0.8
12 years	-	-	-	-	-	-	1	92	1	0.4	92	0.2
14 years	5	263	-	-	-	-	-	-	5	1.9	263	0.7
15 years	69	10,964	3	611	-	-	6	2,752	78	30.6	14,327	39.8
16 years	14	2,257	-	-	-	-	1	42	15	5.9	2,299	6.4
17 years	35	3,710	-	-	-	-	1	198	36	14.1	3,908	10.9
18 years	12	1,763	3	120	-	-	1	97	16	6.3	1,980	5.5
19 years	2	162	-	-	-	-	-	-	2	0.8	162	0.5
20 years	7	256	2	129	-	-	-	-	9	3.5	385	1.1
25 years	1	168	-	-	-	-	-	-	1	0.4	168	0.5
Varies for different groups of employees	5	417	-	-	16	3,708	2	1,774	23	9.0	5,899	16.4
Changes during term of agreement	9	828	1	46	1	115	-	-	11	4.3	989	2.7
Other	5	639	-	-	1	399	-	-	6	2.3	1,038	2.9
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 38
LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION
UNDER ONTARIO HOSPITAL AGREEMENTS

LENGTH OF SERVICE	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	170	19,548	11	1,183	28	5,213	13	3,620	222	87.0	29,564	82.2
15 years	-	-	-	-	5	493	-	-	5	2.0	493	1.4
19 years	-	-	-	-	1	185	-	-	1	0.4	185	0.5
20 years	6	251	-	-	1	60	-	-	7	2.7	311	0.9
22 years	1	12	-	-	-	-	-	-	1	0.4	12	0.0
25 years	13	2,626	1	3	2	277	1	1,500	17	6.7	4,406	12.2
27 years	1	134	-	-	-	-	-	-	1	0.4	134	0.4
Changes during term of agreement	-	-	-	-	1	875	-	-	1	0.4	875	2.4
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

SECTION 8

HEALTH INSURANCE AND PENSIONS

TABLE 39

EMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL, MEDICAL, AND SURGICAL PLANS UNDER ONTARIO HOSPITAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	1	4	-	-	-	-	-	-	1	0.4	4	0.0
66-2/3 per cent	66	6,567	8	529	11	1,240	7	655	92	36.1	8,991	25.0
70 per cent	1	4	-	-	-	-	-	-	1	0.4	4	0.0
75 per cent	74	10,573	2	565	17	3,996	6	4,251	99	38.8	19,385	53.9
80 per cent	8	775	-	-	1	127	-	-	9	3.5	902	2.5
84 per cent	-	-	-	-	1	185	-	-	1	0.4	185	0.5
85 per cent	3	55	-	-	-	-	-	-	3	1.2	55	0.2
90 per cent	7	1,033	-	-	1	310	-	-	8	3.1	1,343	3.7
93 per cent	1	266	1	46	1	150	-	-	3	1.2	422	1.2
100 per cent	5	223	-	-	1	182	1	214	7	2.7	619	1.7
Varies for single employees and employees with dependents	3	520	-	-	2	227	-	-	5	2.0	747	2.1
Changes during term of agreement	22	2,591	1	46	2	509	-	-	25	9.8	3,146	8.7
Not specified	-	-	-	-	1	177	-	-	1	0.4	177	0.5
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 40

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS UNDER ONTARIO HOSPITAL AGREEMENTS

PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	23	1,734	3	171	1	342	2	189	29	11.4	2,436	6.8
50 per cent	14	1,089	1	22	4	278	1	130	20	7.8	1,519	4.2
60 per cent	1	4	-	-	-	-	-	-	1	0.4	4	0.0
66-2/3 per cent	70	7,938	4	299	11	1,276	8	2,813	93	36.5	12,326	34.3
75 per cent	62	8,469	3	611	15	3,854	2	1,774	82	32.2	14,708	40.9
80 per cent	4	470	-	-	-	-	-	-	4	1.6	470	1.3
90 per cent	7	1,033	-	-	1	310	-	-	8	3.1	1,343	3.7
100 per cent	4	49	-	-	2	242	1	214	7	2.7	505	1.4
Changes during term of agreement	5	1,085	-	-	3	624	-	-	8	3.1	1,709	4.7
Not specified	1	700	1	83	1	177	-	-	3	1.2	960	2.7
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

TABLE 41

PENSION PLANS UNDER ONTARIO HOSPITAL AGREEMENTS

FINANCING ARRANGEMENT	NON-OFFICE		OFFICE		PROFESSIONAL		NON-OFFICE OFFICE & PROFESSIONAL		TOTAL			
									AGREEMENTS		EMPLOYEES	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	%
No provision	37	3,226	1	83	3	401	-	-	41	16.1	3,710	10.3
Contributory	146	15,957	11	1,103	35	6,702	14	5,120	206	80.8	28,882	80.3
Financing arrangements not specified	8	3,388	-	-	-	-	-	-	8	3.1	3,388	9.4
Total	191	22,571	12	1,186	38	7,103	14	5,120	255	100.0	35,980	100.0

P A R T I I

RATES OF PAY

Table 1

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	055	8	Mthly.	\$ 424	\$	\$ 466	\$	Jan. 1, 72	Jun. 30, 72
	"	"	"	437		480		Jul. 1, 72	Dec. 31, 72
	072	4	"	402		462		Jan. 1, 72	Jun. 30, 72
	"	"	"	423		485		Jul. 1, 72	Feb. 28, 73
	035	6	"	353		388		Apr. 3, 72	Oct. 1, 72
	"	"	"	380		415		Oct. 2, 72	Mar. 31, 73
	276	2	"	368		438		Jan. 1, 72	Jun. 30, 72
	"	"	"	383		456		Jul. 1, 72	Dec. 31, 72
	"	"	"	394		470		Jan. 1, 73	Jul. 31, 73
Clerk II	055	8	"	440		504		Jan. 1, 72	Jun. 30, 72
	"	"	"	453		518		Jul. 1, 72	Dec. 31, 72
	072	8	"	428		480		Jan. 1, 72	Jun. 30, 72
	"	"	"	441		503		Jul. 1, 72	Feb. 28, 73
	035	6	"	377		412		Apr. 3, 72	Oct. 1, 72
	"	"	"	405		440		Oct. 2, 72	Mar. 31, 73
Clerk III	055	8	"	466		539		Jan. 1, 72	Jun. 30, 72
	"	"	"	481		556		Jul. 1, 72	Dec. 31, 72
	072	8	"	441		505		Jan. 1, 72	Jun. 30, 72
	"	"	"	477		545		Jul. 1, 72	Feb. 28, 73
	035	6	"	400		440		Apr. 3, 72	Oct. 1, 72
	"	"	"	435		475		Oct. 2, 72	Mar. 31, 73
Clerk IV	055	8	"	504		577		Jan. 1, 72	Jun. 30, 72
	"	"	"	518		595		Jul. 1, 72	Dec. 31, 72
	035	6	"	435		485		Apr. 3, 72	Oct. 1, 72
	"	"	"	465		515		Oct. 2, 72	Mar. 31, 73
Clerk V	055	8	"	539		613		Jan. 1, 72	Jun. 30, 72
	"	"	"	556		631		Jul. 1, 72	Dec. 31, 72
Clerk VI	055	8	"	557		650		Jan. 1, 72	Jun. 30, 72
	"	"	"	574		670		Jul. 1, 72	Dec. 31, 72

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wages						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Clerk-Typist I	072	4	Mthly.	\$ 420	\$	\$ 480	\$	Jan. 1, 72	Jun. 30, 72
	"	"	"	441		503		Jul. 1, 72	Feb. 28, 73
	035	6	"	377		412		Apr. 3, 72	Oct. 1, 72
	"	"	"	405		440		Oct. 2, 72	Mar. 31, 73
	211	4	"	354		394		Jan. 24, 72	Jul. 23, 72
	"	"	"	377		417		Jul. 24, 72	Jan. 25, 73
Clerk-Typist II	072	4	"	441		505		Jan. 1, 72	Jun. 30, 72
	"	"	"	477		545		Jul. 1, 72	Feb. 28, 73
	035	6	"	400		440		Apr. 3, 72	Oct. 1, 72
	"	"	"	435		475		Oct. 2, 72	Mar. 31, 73
	211	4	"	384		424		Jan. 24, 72	Jul. 23, 72
	"	"	"	407		447		Jul. 24, 72	Jan. 25, 73
Clerk-Typist III	211	4	"	444		484		Jan. 24, 72	Jul. 23, 72
	"	"	"	460		500		Jul. 24, 72	Jan. 25, 73
Receptionist	072	4	"	402		462		Jan. 1, 72	Jun. 30, 72
	"	"	"	423		485		Jul. 1, 72	Feb. 28, 73
	035	6	"	400		440		Apr. 3, 72	Oct. 1, 72
	"	"	"	435		475		Oct. 2, 72	Mar. 31, 73
Stenographer, Secretary	055	8	"	539		613		Jan. 1, 72	Jun. 30, 72
	"	"	"	556		631		Jul. 1, 72	Dec. 31, 72
Stenographer, Jr. Secretary	211	4	"	414		474		Jan. 24, 72	Jul. 23, 72
	"	"	"	437		497		Jul. 24, 72	Jan. 25, 73
Stenographer, Medical	055	8	"	539		613		Jan. 1, 72	Jun. 30, 72
	"	"	"	556		631		Jul. 1, 72	Dec. 31, 72
Stenographer, Medical I	072	4	"	420		480		Jan. 1, 72	Jun. 30, 72
	"	"	"	441		503		Jul. 1, 72	Feb. 28, 73
	035	6	"	400		440		Apr. 3, 72	Oct. 1, 72
	"	"	"	435		475		Oct. 2, 72	Mar. 31, 73
Stenographer, Medical II	072	4	"	441		505		Jan. 1, 72	Jun. 30, 72
	"	"	"	477		545		Jul. 1, 72	Feb. 28, 73
	035	6	"	435		485		Apr. 3, 72	Oct. 1, 72
	"	"	"	465		515		Oct. 2, 72	Mar. 31, 73

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Switchboard or Telephone Operator	055	8	Mthly.	\$ 440	\$	\$ 504	\$	Jan. 1, 72	Jun. 30, 72
"	"	"	"	453		518		Jul. 1, 72	Dec. 31, 72
"	072	4	"	402		462		Jan. 1, 72	Jun. 30, 72
"	"	"	"	423		485		Jul. 1, 72	Feb. 28, 73
"	035	6	"	377		412		Apr. 3, 72	Oct. 1, 72
"	"	"	"	405		440		Oct. 2, 72	Mar. 31, 73
"	211	4	"	378		418		Jan. 24, 72	Jul. 23, 72
"	"	"	"	400		440		Jul. 24, 72	Jan. 25, 73
"	276	2	"	368		438		Jan. 1, 72	Jun. 30, 72
"	"	"	"	383		456		Jul. 1, 72	Dec. 31, 72
"	"	"	"	394		470		Jan. 1, 73	Jul. 31, 73
Typist I	055	8	"	440		504		Jan. 1, 72	Jun. 30, 72
"	"	"	"	453		518		Jul. 1, 72	Dec. 31, 72
Typist II	055	8	"	466		539		Jan. 1, 72	Jun. 30, 72
"	"	"	"	481		556		Jul. 1, 72	Dec. 31, 72
<u>Dietary</u>									
Cook	055	8	"	471		523		Jan. 1, 72	Jun. 30, 72
"	"	"	"	485		539		Jul. 1, 72	Dec. 31, 72
"	065	4	Wkly.	111	482	127	348	Apr. 1, 72	Dec. 31, 72
"	072	"	Mthly.	103		444		Jan. 1, 72	Jun. 30, 72
"	"	"	"	437		481		Jul. 1, 72	Feb. 28, 73
"	131	6	Wkly.	120	519	135	584	Sep. 1, 71	Dec. 31, 71
"	161	"	"	120	519	139	602	Jan. 1, 72	Dec. 31, 72
"	165	5	"	109	472	125	542	Jan. 1, 71	Jun. 30, 71
"	252	4	Hrly.	2.81	487	3.42	593	Nov. 1, 71	Oct. 31, 72
"	"	"	"	2.98	517	3.62	627	Nov. 1, 72	Oct. 31, 73
"	152	6	Mthly.	400		440		Sep. 1, 71	Apr. 30, 72
"	"	"	"	422		462		May 1, 72	Aug. 31, 72
"	"	"	"	445		485		Sep. 1, 72	Dec. 31, 72
"	186	3	"	465		495		Jan. 1, 72	Jun. 30, 72
"	"	"	"	495		525		Jul. 1, 72	Dec. 31, 72
"	211	4	"	452		492		Jan. 24, 71	Jul. 23, 72
"	"	"	"	465		505		Jul. 24, 72	Jan. 25, 73
"	007	4	"	395		431		Feb. 1, 72	Sep. 30, 72
"	"	"	"	416		452		Oct. 1, 72	Nov. 30, 72
"	"	"	"	436		473		Dec. 1, 72	May 31, 73
"	006	4	"	356		393		Jan. 1, 72	Jun. 30, 72
"	"	"	"	374		413		Jul. 1, 72	Dec. 31, 72

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Cook (cont'd)	276	2	Mthly.	\$ 399	\$	\$ 452	\$	Jan. 1, 72	Jun. 30, 72	
	"	"	"	415		470		Jul. 1, 72	Dec. 31, 72	
	"	"	"	427		484		Jan. 1, 73	Jul. 31, 73	
Dishwasher	055	8	"	445		478		Jan. 1, 72	Jun. 31, 72	
	"	"	"	459		492		Jul. 1, 72	Dec. 31, 72	
	165	3	Wkly.	86	373	95	412	Jan. 1, 71	Jun. 30, 71	
	006	4	Mthly.	399		440		Jan. 1, 72	Jun. 30, 72	
	"	"	"	419		462		Jul. 1, 72	Dec. 31, 72	
Kitchen Helper (Female)	055	8	"	403		438		Jan. 1, 72	Jun. 30, 72	
	"	"	"	415		452		Jul. 1, 72	Dec. 31, 72	
	063	4	Wkly.	87	378	100	434	Apr. 1, 72	Dec. 31, 72	
	072	"	Mthly.	347		388		Jan. 1, 72	Jun. 30, 72	
	"	"	"	364		407		Jul. 1, 72	Feb. 28, 73	
	131	6	Wkly.	81	352	91	395	Sep. 1, 71	Dec. 31, 71	
	161	"	"	89	389	103	447	Jan. 1, 72	Dec. 31, 72	
	165	3	"	75	325	83	360	Jan. 1, 71	Jun. 30, 71	
	252	4	Hrly.	2.06	357	2.33	404	Nov. 1, 71	Oct. 31, 72	
	"	"	"	2.18	378	2.47	428	Nov. 1, 72	Oct. 30, 73	
	132	6	Mthly.	328		368		Sep. 1, 71	Apr. 30, 72	
	"	"	"	346		386		May 1, 72	Aug. 31, 72	
	"	"	"	365		405		Sep. 1, 72	Dec. 31, 72	
	186	3	"	355		385		Jan. 1, 72	Jun. 30, 72	
	"	"	"	370		400		Jul. 1, 72	Dec. 31, 72	
	211	4	"	340		380		Jan. 24, 72	Jul. 23, 72	
	"	"	"	360		400		Jul. 24, 72	Jan. 25, 73	
	007	4	"	317		348		Feb. 1, 72	Sep. 30, 72	
	"	"	"	338		369		Oct. 1, 72	Nov. 30, 72	
	"	"	"	359		390		Dec. 1, 72	May 31, 73	
	006	4	"	339		356		Jan. 1, 72	Jun. 30, 72	
	"	"	"	356		374		Jul. 1, 72	Dec. 31, 72	
	138	2	Wkly.	75	325	85	367	Jan. 1, 72	Dec. 31, 72	
	276	2	Mthly.	338		390		Jan. 1, 72	Jun. 30, 72	
	"	"	"	352		406		Jul. 1, 72	Dec. 31, 72	
	"	"	"	363		418		Jan. 1, 73	Jul. 31, 73	
	<u>Housekeeping</u>									
Laundry Helper (Female)	055	8	"	384		414		Jan. 1, 72	Jun. 30, 72	
	"	"	"	396		426		Jul. 1, 72	Dec. 31, 72	
	063	4	Wkly.	87	378	100	434	Apr. 1, 72	Dec. 31, 72	
	131	6	"	80	347	91	394	Sep. 1, 71	Dec. 31, 71	

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.	From	To
Laundry Helper (Female) - (cont'd)	161	6	Wkly.	\$ 83	\$ 359	\$ 95	\$ 410	Jan. 1, 72	Dec. 31, 72
	252	4	Hrly.	1.99	345	2.22	385	Nov. 1, 71	Oct. 31, 72
	"	"	"	2.11	366	2.35	407	Nov. 1, 72	Oct. 30, 73
	132	6	Mthly.	328		368		Sep. 1, 71	Apr. 30, 72
	"	"	"	346		386		May 1, 72	Aug. 31, 72
	"	"	"	365		405		Sep. 1, 72	Dec. 31, 72
	186	3	"	355		385		Jan. 1, 72	Jun. 30, 72
	"	"	"	370		400		Jul. 1, 72	Dec. 31, 72
	211	4	"	340		380		Jan. 24, 72	Jul. 23, 72
	"	"	"	360		400		Jul. 24, 72	Jan. 25, 73
	006	4	"	339		356		Jan. 1, 72	Jun. 30, 72
	"	"	"	356		374		Jul. 1, 72	Dec. 31, 72
	276	2	"	321		373		Jan. 1, 72	Jun. 30, 72
	"	"	"	334		388		Jul. 1, 72	Dec. 31, 72
	"	"	"	344		400		Jan. 1, 73	Jul. 31, 73
Maid	063	4	Wkly.	87	378	100	434	Apr. 1, 72	Dec. 31, 72
	072	4	Mthly.	347		388		Jan. 1, 72	Jun. 30, 72
	"	"	"	364		407		Jul. 1, 72	Feb. 28, 73
	131	6	Wkly.	81	352	91	395	Sep. 1, 71	Dec. 31, 71
	161	"	"	83	359	95	410	Jan. 1, 72	Dec. 31, 72
	165	3	"	75	325	83	360	Jan. 1, 71	Jun. 30, 71
	132	6	Mthly.	328		368		Sep. 1, 71	Apr. 30, 72
	"	"	"	346		386		May 1, 72	Aug. 31, 72
	"	"	"	365		405		Sep. 1, 72	Dec. 31, 72
	186	3	"	355		385		Jan. 1, 72	Jun. 30, 72
	"	"	"	370		400		Jul. 1, 72	Dec. 31, 72
	211	4	"	340		380		Jan. 24, 72	Jul. 23, 72
	"	"	"	360		400		Jul. 24, 72	Jan. 25, 73
	007	4	"	317		348		Feb. 1, 72	Sep. 30, 72
	"	"	"	338		369		Oct. 1, 72	Nov. 30, 72
	"	"	"	359		390		Dec. 1, 72	May 31, 73
	006	4	"	339		356		Jan. 1, 72	Jun. 30, 72
	"	"	"	356		374		Jul. 1, 72	Dec. 31, 72
	138	2	Wkly.	75	325	85	367	Jan. 1, 72	Dec. 31, 72
	276	2	Mthly.	321		373		Jan. 1, 72	Jun. 30, 72
	"	"	"	334		388		Jul. 1, 72	Dec. 31, 72
	"	"	"	344		400		Jan. 1, 73	Dec. 31, 73

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	No. of Jobs	Pay Period	Range of Pay				Effective	
				Minimum		Maximum		From	To
				Ann. Rate	Mnthly Rate	Ann. Rate	Mnthly Rate		
Orderly - Trained	055	8	Mthly.	\$ 480	\$	\$ 541	\$	Jan. 1, 72	Jun. 30, 72
	"	"	"	494		556		Jul. 1, 72	Dec. 31, 72
	063	4	Wkly.	111	482	127	548	Apr. 1, 72	Dec. 31, 72
	072	"	Mthly.	445		482		Jan. 1, 72	Jun. 30, 72
	"	"	"	468		507		Jul. 1, 72	Feb. 28, 73
	131	6	Wkly.	107	463	123	534	Sep. 1, 71	Dec. 31, 71
	161	"	"	103	446	124	538	Jan. 1, 72	Dec. 31, 72
	165	3	"	95	412	108	468	Jan. 1, 71	Jun. 30, 71
	252	4	Hrly.	2.58	433	2.88	484	Nov. 1, 71	Oct. 31, 72
	"	"	"	2.83	459	3.16	514	Nov. 1, 72	Oct. 30, 73
	132	6	Mthly.	420		460		Sep. 1, 71	Apr. 30, 72
	"	"	"	443		483		May 1, 72	Aug. 31, 72
	"	"	"	467		507		Sep. 1, 72	Dec. 31, 72
	186	3	"	440		470		Jan. 1, 72	Jun. 30, 72
	"	"	"	470		500		Jul. 1, 72	Dec. 31, 72
	211	4	"	443		483		Jan. 24, 72	Jul. 23, 72
	"	"	"	465		505		Jul. 24, 72	Jan. 25, 73
	007	4	"	416		457		Feb. 1, 72	Sep. 30, 72
	"	"	"	436		478		Oct. 1, 72	Nov. 30, 72
	"	"	"	457		499		Dec. 1, 72	May 31, 73
	006	4	"	422		465		Jan. 1, 72	Jun. 30, 72
	"	"	"	443		488		Jul. 1, 72	Dec. 31, 72
	138	2	Wkly.	97	419	106	459	Jan. 1, 72	Dec. 31, 72
	276	2	Mthly.	423		492		Jan. 1, 72	Jun. 30, 72
	"	"	"	440		512		Jul. 1, 72	Dec. 31, 72
	"	"	"	453		527		Jan. 1, 73	Jul. 31, 73
Porter - Cleaner	055	8	"	426		461		Jan. 1, 72	Jun. 30, 72
	"	"	"	438		475		Jul. 1, 72	Dec. 31, 72
	063	4	Wkly.	103	444	114	494	Apr. 1, 72	Dec. 31, 72
	072	4	Mthly.	410		446		Jan. 1, 72	Jun. 30, 72
	"	"	"	430		468		Jul. 1, 72	Feb. 28, 73
	131	6	Wkly.	97	419	109	471	Sep. 1, 71	Dec. 31, 71
	161	"	"	96	414	109	474	Jan. 1, 72	Dec. 31, 72
	165	3	"	86	373	95	412	Jan. 1, 71	Jun. 30, 71
	252	4	Hrly.	2.32	402	2.43	421	Nov. 1, 71	Oct. 31, 72
	"	"	"	2.46	426	2.57	445	Nov. 1, 72	Oct. 30, 73
	132	6	Mthly.	380		420		Sep. 1, 71	Apr. 30, 72
	"	"	"	401		441		May 1, 72	Aug. 31, 72
	"	"	"	425		465		Sep. 1, 72	Dec. 31, 72
	186	3	"	420		450		Jan. 1, 72	Jun. 30, 72
	"	"	"	440		470		Jul. 1, 72	Dec. 31, 72
	211	"	"	380		420		Jan. 24, 72	Jul. 23, 72
	"	"	"	412		452		Jul. 24, 72	Jan. 25, 73

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Porter - Cleaner (cont'd)	007	4	Mthly.	\$ 374	\$	\$ 410	\$	Feb. 1, 72	Sep. 30, 72
	"	"	"	395		431		Oct. 1, 72	Nov. 30, 72
	"	"	"	416		452		Dec. 1, 72	May 31, 73
	006	4	"	419		440		Jan. 1, 72	Jun. 30, 72
	"	"	"	440		462		Jul. 1, 72	Dec. 31, 72
	138	2	Wkly.	95	412	105	455	Jan. 1, 72	Dec. 31, 72
	276	2	Mthly.	394		445		Jan. 1, 72	Jun. 30, 72
	"	"	"	410		463		Jul. 1, 72	Dec. 31, 72
	"	"	"	422		477		Jan. 1, 73	Jul. 31, 73
Seamstress	055	8	"	384		414		Jan. 1, 72	Jun. 30, 72
	"	"	"	396		426		Jul. 1, 72	Dec. 31, 72
	063	4	Wkly.	87	378	100	434	Apr. 1, 72	Dec. 31, 72
	072	4	Mthly.	347		388		Jan. 1, 72	Jun. 30, 72
	"	"	"	364		407		Jul. 1, 72	Feb. 28, 73
	131	6	Wkly.	80	347	91	394	Sep. 1, 71	Dec. 31, 71
	161	"	"	86	374	98	425	Jan. 1, 72	Dec. 31, 72
	252	4	Hrly.	1.99	345	2.22	385	Nov. 1, 71	Oct. 31, 72
	"	"	"	2.11	366	2.35	407	Nov. 1, 72	Oct. 30, 73
	132	6	Mthly.	348		388		Sep. 1, 71	Apr. 30, 72
	"	"	"	367		407		May 1, 72	Aug. 31, 72
	"	"	"	387		427		Sep. 1, 72	Dec. 31, 72
	186	3	"	355		385		Jan. 1, 72	Jun. 30, 72
	"	"	"	370		400		Jul. 1, 72	Dec. 31, 72
	211	4	"	340		380		Jan. 24, 72	Jul. 23, 72
	"	"	"	360		400		Jul. 24, 72	Jan. 25, 73
	007	4	"	338		374		Feb. 1, 72	Sep. 30, 72
	"	"	"	359		395		Oct. 1, 72	Nov. 30, 72
	"	"	"	379		416		Dec. 1, 72	May 31, 73
Storeman	055	8	"	464		516		Jan. 1, 72	Jun. 30, 72
	"	"	"	478		532		Jul. 1, 72	Dec. 31, 72
	072	4	"	424		483		Jan. 1, 72	Jun. 30, 72
	"	"	"	458		522		Jul. 1, 72	Feb. 28, 73
	131	6	Wkly.	110	476	125	543	Sep. 1, 71	Dec. 31, 71
	161	"	"	100	435	122	528	Jan. 1, 71	Dec. 31, 72
	035	6	Mthly.	475		525		Apr. 3, 72	Oct. 1, 72
	"	"	"	505		555		Oct. 2, 72	Mar. 31, 73
	186	3	"	485		515		Jan. 1, 72	Jun. 30, 72
	"	"	"	505		535		Jul. 1, 72	Dec. 31, 72
	211	4	"	470		510		Jan. 24, 72	Jul. 23, 72
	"	"	"	495		535		Jul. 24, 72	Jan. 25, 73

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Jobs	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly Equiv.	Agmt. Rate	Mthly Equiv.	From	To	
Storeman (cont'd)	007	4	Mthly.	\$ 426	\$	\$ 473	\$	Feb. 1, 72	Sep. 30, 72	
	"	"	"	447		494		Oct. 1, 72	Nov. 30, 72	
	"	"	"	468		514		Dec. 1, 72	May 31, 73	
Washman	055	8	"	471		523		Jan. 1, 72	Jun. 30, 72	
	"	"	"	485		539		Jul. 1, 72	Dec. 31, 72	
	063	4	Wkly.	103	444	114	494	Apr. 1, 72	Dec. 31, 72	
	131	6	"	110	478	121	524	Sep. 1, 71	Dec. 31, 71	
	161	"	"	114	494	126	547	Jan. 1, 72	Dec. 31, 72	
	252	4	Hrly.	2.32	402	2.43	421	Nov. 1, 71	Oct. 31, 72	
	"	"	"	2.46	426	2.57	445	Nov. 1, 72	Oct. 30, 73	
	132	6	Mthly.	400		440		Sep. 1, 71	Apr. 30, 72	
	"	"	"	422		462		May 1, 72	Aug. 31, 72	
	"	"	"	445		485		Sep. 1, 72	Dec. 31, 72	
	186	3	"	420		450		Jan. 1, 72	Jun. 30, 72	
	"	"	"	440		470		Jul. 1, 72	Dec. 31, 72	
	211	4	"	424		464		Jan. 24, 72	Jul. 23, 72	
	"	"	"	445		485		Jul. 24, 72	Jan. 25, 73	
	006	4	"	439		484		Jan. 1, 72	Jun. 30, 72	
	"	"	"	461		508		Jul. 1, 72	Dec. 31, 72	
<u>Maintenance & Engineering</u>										
Carpenter	015	4	Hrly.			3.35	581	Jan. 1, 72	Dec. 31, 72	
	055	8	Mthly.			634		Jan. 1, 72	Jun. 30, 72	
	"	"	"			654		Jul. 1, 72	Dec. 31, 72	
	063	4	Wkly.	137	592	155	672	Apr. 1, 72	Dec. 31, 72	
	072	"	Mthly.	637		679		Jan. 1, 72	Jun. 30, 72	
	"	"	"	668		713		Jul. 1, 72	Feb. 28, 73	
	131	6	Wkly.	132	572	145	628	Sep. 1, 71	Dec. 31, 71	
	161	"	"	126	547	145	628	Jan. 1, 72	Dec. 31, 72	
	165	3	"	124	537	133	576	Jan. 1, 71	Jun. 30, 71	
	252	4	Hrly.	3.65	633	3.83	664	Nov. 1, 71	Oct. 31, 72	
	"	"	"	3.87	671	4.06	703	Nov. 1, 72	Oct. 30, 73	
	132	6	Mthly.	591		631		Sep. 1, 71	Apr. 30, 72	
	"	"	"	623		663		May 1, 72	Aug. 31, 72	
	"	"	"	646		696		Sep. 1, 72	Dec. 31, 72	
	211	4	"	612		652		Jan. 24, 72	Jul. 23, 72	
	"	"	"	635		675		Jul. 24, 72	Jan. 25, 73	
	006	4	"	508		588		Jan. 1, 72	Jun. 30, 72	
	"	"	"	533		617		Jul. 1, 72	Dec. 31, 72	
Electrician	015	4	Hrly.			4.60	797	Jan. 1, 72	Dec. 31, 72	
	030	"	"			4.60	797	Jan. 1, 72	Dec. 31, 72	
	131	6	Wkly.	167	722	173	751	Sep. 1, 71	Dec. 31, 71	

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Electrician (cont'd)	146	8	Hrly.	\$	\$	\$ 4.45	\$ 773	Jan. 1, 72	Dec. 31, 72
	252	4	"			4.60	797	Nov. 1, 71	Oct. 31, 72
	"	"	"			4.88	846	Nov. 1, 72	Oct. 30, 73
	132	6	Mthly.	601		641		Sep. 1, 71	Apr. 30, 72
	"	"	"	633		673		May 1, 72	Aug. 31, 72
	"	"	"	667		707		Sep. 1, 72	Dec. 31, 72
Groundsman	055	8	"	459		506		Jan. 1, 72	Jun. 30, 72
	"	"	"	473		521		Jul. 1, 72	Dec. 31, 72
	165	3	Wkly.	90	390	103	446	Jan. 1, 71	Jun. 30, 71
	132	6	Mthly.	400		440		Sep. 1, 71	Apr. 30, 72
	"	"	"	422		462		May 1, 72	Aug. 31, 72
	"	"	"	445		485		Sep. 1, 72	Dec. 31, 72
	186	3	"	420		450		Jan. 1, 72	Jun. 30, 72
	"	"	"	440		470		Jul. 1, 72	Dec. 31, 72
	211	4	"	518		558		Jan. 24, 72	Jul. 23, 72
	"	"	"	530		570		Jul. 24, 72	Jan. 25, 73
Handyman	186	3	"	465		495		Jan. 1, 72	Jun. 30, 72
	"	"	"	495		525		Jul. 1, 72	Dec. 31, 72
	211	4	"	413		453		Jan. 24, 72	Jul. 23, 72
	"	"	"	430		470		Jul. 24, 72	Jan. 25, 73
Maintenance Man	063	4	Wkly.	137	592	155	672	Apr. 1, 72	Dec. 31, 72
	072	4	Mthly.	519		559		Jan. 1, 72	Jun. 30, 72
	"	"	"	545		588		Jul. 1, 72	Feb. 28, 73
	252	"	Hrly.	2.96	513	3.33	577	Nov. 1, 71	Oct. 31, 72
	"	"	"	3.14	544	3.53	612	Nov. 1, 72	Oct. 30, 73
	211	4	Mthly.	552		592		Jan. 24, 72	Jul. 23, 72
	"	"	"	575		615		Jul. 24, 72	Jan. 25, 73
	007	4	"	540		592		Feb. 1, 72	Sep. 30, 72
	"	"	"	561		613		Oct. 1, 72	Nov. 30, 72
	"	"	"	582		634		Dec. 1, 72	May 31, 73
	138	2	Wkly.	110	476	128	555	Jan. 1, 72	Dec. 31, 72
	119	2	Hrly.			2.42	420	Nov. 1, 71	Apr. 30, 72
	"	"	"			2.54	441	May 1, 72	Oct. 31, 72
	"	"	"			2.64	458	Nov. 1, 72	May 31, 73
	276	2	Mthly.	407		459		Jan. 1, 72	Jun. 30, 72
	"	"	"	423		477		Jul. 1, 72	Dec. 31, 72
	"	"	"	436		491		Jan. 1, 73	Jul. 31, 73

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Pay	Number of Beds	Wage Data						From	To
			Frequency	Minimum		Maximum				
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.			
Maintenance Man I	165	3	Wkly.	\$ 115	\$ 498	\$ 119	\$ 516	Jan. 1, 71	Jun. 30, 71	
Maintenance Man II	165	3	"	104	450	109	472	Jan. 1, 71	Jun. 30, 71	
Painter	015	4	Hrly.			3.35	581	Jan. 1, 72	Dec. 31, 72	
	055	8	Mthly.			581		Jan. 1, 72	Jun. 30, 72	
	"	"	"			598		Jul. 1, 72	Dec. 31, 72	
	063	4	Wkly.	120	519	141	612	Apr. 1, 72	Dec. 31, 72	
	072	4	Mthly.	560		602		Jan. 1, 72	Jun. 30, 72	
	"	"	"	588		632		Jul. 1, 72	Feb. 28, 73	
	131	6	Wkly.	117	509	134	581	Sep. 1, 71	Dec. 31, 71	
	161	6	"	118	510	140	605	Jan. 1, 72	Dec. 31, 72	
	252	4	Hrly.	2.96	513	3.33	577	Nov. 1, 71	Oct. 31, 72	
	"	"	"	3.14	544	3.53	612	Nov. 1, 72	Oct. 30, 73	
	132	6	Mthly.	564		604		Sep. 1, 71	Apr. 30, 72	
	"	"	"	594		634		May 1, 72	Aug. 31, 72	
	"	"	"	626		666		Sep. 1, 72	Dec. 31, 72	
	186	3	"	525		555		Jan. 1, 72	Jun. 30, 72	
	"	"	"	545		575		Jul. 1, 72	Dec. 31, 72	
	"	006	4	"	508		588		Jan. 1, 72	Jun. 30, 72
	"	"	"	"	533		617		Jul. 1, 72	Dec. 31, 72
Plumber	015	4	Hrly.			4.60	797	Jan. 1, 72	Dec. 31, 72	
	030	"	"			4.60	797	Jan. 1, 72	Dec. 31, 72	
	131	6	Wkly.	136	589	145	629	Sep. 1, 71	Dec. 31, 71	
	146	8	Hrly.			4.53	787	Jan. 1, 72	Dec. 31, 72	
	252	4	"			4.60	797	Nov. 1, 71	Oct. 31, 72	
	"	"	"			4.88	846	Nov. 1, 72	Oct. 30, 73	
	132	6	Mthly.	591		631		Sep. 1, 71	Apr. 30, 72	
	"	"	"	623		663		May 1, 72	Aug. 31, 72	
	"	"	"	646		696		Sep. 1, 72	Dec. 31, 72	
Stationary Engineer 2	015	4	Hrly.			4.60	797	Jan. 1, 72	Dec. 31, 72	
	133	6	"			4.60	797	Jan. 1, 72	Dec. 31, 72	
	"	"	"			4.95	858	Jan. 1, 73	Dec. 31, 73	
	146	8	Mthly.				800	Jan. 1, 72	Dec. 31, 72	
	006	4	"	610		742		Jan. 1, 72	Jun. 30, 72	
"	"	"	641		779		Jul. 1, 72	Dec. 31, 72		
Stationary Engineer 3	015	4	Hrly.			4.13	716	Jan. 1, 72	Dec. 31, 72	
	030	"	"			4.13	716	Jan. 1, 72	Dec. 31, 72	
	063	"	"			3.56	653	Apr. 1, 72	Dec. 31, 72	
	084	6	"			4.14	718	Jan. 1, 72	Apr. 30, 72	
	"	"	"			4.45	723	May 1, 72	Dec. 31, 72	

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd)	084	6	Hrly.	\$	\$	\$ 4.78	\$ 777	Jan. 1, 72	Dec. 31, 73
	098	4	"			4.14	718	Jan. 1, 72	Dec. 31, 72
	133	6	"			4.14	718	Jan. 1, 72	Dec. 31, 72
	"	"	"			4.45	771	Jan. 1, 73	Dec. 31, 73
	145	3	"			4.14	718	Jan. 1, 72	Dec. 31, 72
	146	8	"			4.14	720	Jan. 1, 72	Dec. 31, 72
	013	5	"			3.60	655	Jul. 16, 71	Jul. 16, 72
	209	1	"			3.85	667	Apr. 23, 72	Apr. 22, 73
	007	4	Mthly.	618		629		Feb. 1, 72	Sep. 30, 72
	"	"	"	639		650		Oct. 1, 72	Nov. 30, 72
	"	"	"	660		670		Dec. 1, 72	May 31, 73
	006	4	"	581		673		Jan. 1, 72	Jun. 30, 72
	"	"	"	610		707		Jul. 1, 72	Dec. 31, 72
	244	3	Hrly.			3.75	650	Jan. 1, 71	May 31, 72
Stationary Engineer 4	015	4	"			3.37	584	Jan. 1, 72	Dec. 31, 72
	030	"	"			3.36	582	Jan. 1, 72	Dec. 31, 72
	084	6	"			3.38	586	Jan. 1, 72	Apr. 30, 72
	"	"	"			3.63	590	May 1, 72	Dec. 31, 72
	"	"	"			3.90	634	Jan. 1, 73	Dec. 31, 73
	146	8	"			3.29	572	Jan. 1, 72	Dec. 31, 72
	013	5	"			3.45	628	Jul. 16, 71	Jul. 16, 72
	209	4	"			3.75	650	Apr. 23, 72	Apr. 22, 73
	006	4	Mthly.	508		588		Jan. 1, 72	Jun. 30, 72
	"	"	"	533		617		Jul. 1, 72	Dec. 31, 72
	025	2	"			565		Jan. 1, 72	May 31, 72
	244	3	Hrly.			3.26	565	Jan. 1, 71	May 31, 72
	119	2	"			2.94	510	Nov. 1, 71	Apr. 30, 72
	"	"	"			3.14	545	May 1, 72	Oct. 30, 72
	"	"	"			3.43	595	Nov. 1, 72	May 31, 73
	041	3	Mthly.			565		Jan. 1, 71	May 31, 72
	136	2	"			560		Jan. 1, 71	Jun. 1, 72
	163	2	"			560		Jan. 1, 71	Jun. 1, 72
Stationary Engineer's Helper	015	4	Hrly.			2.20	381	Jan. 1, 72	Dec. 31, 72
	084	6	"			2.87	497	Jan. 1, 72	Apr. 30, 72
	"	"	"			3.08	501	May 1, 72	Dec. 31, 72
	"	"	"			3.31	538	Jan. 1, 73	Dec. 31, 73
	133	"	"			2.95	511	Jan. 1, 72	Dec. 31, 72
	"	"	"			3.17	549	Jan. 1, 73	Dec. 31, 73
	146	8	"			3.23	561	Jan. 1, 72	Dec. 31, 72

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	No.	Number of Beds	Wage Data						From	To
			Pay Period	Minimum		Maximum				
				Agmt. Rate	Mthly Eqvt.	Agmt. Rate	Mthly Eqvt.			
Stationary Engineer's Helper (cont'd)	163	2	Mthly.	\$	\$	\$ 400	\$	Jan. 1, 71	Jun. 1, 72	
<u>Nursing</u>										
Ambulance Driver Attendant	276	2	"	423		492		Jan. 1, 72	Jun. 30, 72	
"	"	"	"	440		512		Jul. 1, 72	Dec. 31, 72	
"	"	"	"	453		527		Jan. 1, 73	Jul. 31, 73	
Assistant Head Nurse	223	8	"	645		765		Jan. 1, 72	Jun. 25, 72	
"	"	"	"	650		770		Jun. 26, 72	Dec. 31, 72	
"	"	"	"	685		805		Jan. 1, 73	Jul. 1, 73	
"	"	"	"	690		810		Jul. 2, 73	Dec. 31, 73	
"	275	4	"	625		735		Jan. 1, 72	Dec. 31, 72	
"	100	6	"	640		755		Mar. 20, 72	Mar. 18, 73	
"	"	"	"	680		795		Mar. 19, 73	Dec. 31, 73	
"	191	4	"	635		755		Mar. 1, 72	Aug. 31, 72	
"	"	"	"	650		770		Sep. 1, 72	Feb. 28, 73	
Graduate Nurse	083	6	"	567		681		Mar. 1, 72	Dec. 31, 72	
"	"	"	"	593		739		Jan. 1, 73	May 31, 73	
"	"	"	"	611		782		Jun. 1, 73	Nov. 30, 73	
"	223	8	"	535		625		Jan. 1, 72	Dec. 31, 73	
"	275	4	"	540		594		Jan. 1, 72	Dec. 31, 72	
"	100	6	"	570		670		Mar. 20, 72	Mar. 18, 73	
"	"	"	"	610		710		Mar. 19, 73	Dec. 31, 73	
"	191	4	"	565		605		Mar. 1, 72	Aug. 31, 72	
"	"	"	"	580		620		Sep. 1, 72	Feb. 28, 73	
Head Nurse	083	6	"	689		803		Mar. 1, 72	Dec. 31, 72	
"	"	"	"	715		861		Jan. 1, 73	May 31, 73	
"	"	"	"	733		903		Jun. 1, 73	Nov. 30, 73	
"	275	4	"	688		803		Jan. 1, 72	Dec. 31, 72	
"	100	6	"	700		825		Mar. 20, 72	Mar. 18, 73	
"	"	"	"	740		865		Mar. 19, 73	Dec. 31, 73	
Nurse's Aide	072	4	"	347		388		Jan. 1, 72	Jun. 30, 72	
"	"	"	"	364		407		Jul. 1, 72	Feb. 28, 73	
"	131	6	Wkly.	81	352	91	395	Sep. 1, 71	Dec. 31, 71	
"	161	"	"	86	372	98	423	Jan. 1, 72	Dec. 31, 72	
"	252	4	Hrly.	2.39	402	2.51	421	Nov. 1, 71	Oct. 31, 72	
"	"	"	"	2.62	426	2.74	445	Nov. 1, 72	Oct. 30, 73	

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Nurse's Aide (cont'd)	132	6	Mthly.	\$ 348	\$	\$ 388	\$	Sep. 1, 71	Apr. 30, 72	
	"	"	"	367		407		May 1, 72	Aug. 31, 72	
	"	"	"	387		427		Sep. 1, 72	Dec. 31, 72	
	186	3	"	385		415		Jan. 1, 72	Jun. 30, 72	
	"	"	"	405		435		Jul. 1, 72	Dec. 31, 72	
	211	4	"	381		421		Jan. 24, 72	Jul. 23, 72	
	"	"	"	407		447		Jul. 24, 72	Jan. 25, 73	
	007	4	"	338		374		Feb. 1, 72	Sep. 30, 72	
	"	"	"	359		395		Oct. 1, 72	Nov. 30, 72	
	"	"	"	379		416		Dec. 1, 72	May 31, 73	
	006	4	"	339		356		Jan. 1, 72	Jun. 30, 72	
	"	"	"	356		374		Jul. 1, 72	Dec. 31, 72	
	138	2	Wkly.	75	325	85	367	Jan. 1, 72	Dec. 31, 72	
	276	2	Mthly.	342		410		Jan. 1, 72	Jun. 30, 72	
	"	"	"	356		426		Jul. 1, 72	Dec. 31, 72	
	"	"	"	367		439		Jan. 1, 73	Jul. 31, 73	
Registered Nurse	083	6	"	608		722		Mar. 1, 72	Dec. 31, 72	
	"	"	"	634		780		Jan. 1, 73	May 31, 73	
	"	"	"	651		822		Jun. 1, 73	Nov. 30, 73	
	223	8	"	605		715		Jan. 1, 72	Jun. 25, 72	
	"	"	"	610		720		Jun. 26, 72	Dec. 31, 72	
	"	"	"	645		755		Jan. 1, 73	Jul. 1, 73	
	"	"	"	650		760		Jul. 2, 73	Dec. 31, 73	
	275	4	"	588		698		Jan. 1, 72	Dec. 31, 72	
	100	6	"	610		720		Mar. 20, 72	Mar. 18, 73	
	"	"	"	650		760		Mar. 19, 73	Dec. 31, 73	
	191	4	"	600		710		Mar. 1, 72	Aug. 31, 72	
	"	"	"	615		725		Sep. 1, 72	Feb. 28, 73	
	Registered Nursing Assistant	055	8	"	480		541		Jan. 1, 72	Jun. 30, 72
		"	"	"	494		556		Jul. 1, 72	Dec. 31, 72
		063	4	Wkly.	111	482	127	548	Apr. 1, 72	Dec. 31, 72
		072	4	Mthly.	458		495		Jan. 1, 72	Jun. 30, 72
"		"	"	481		520		Jul. 1, 72	Feb. 28, 73	
131		6	Wkly.	103	444	114	493	Sep. 1, 71	Dec. 31, 71	
161		"	"	105	456	120	521	Jan. 1, 72	Dec. 31, 72	
165		3	"	95	412	108	468	Jan. 1, 71	Jun. 30, 71	
252		4	Hrly.	2.58	433	2.88	484	Nov. 1, 71	Oct. 31, 72	
"		"	"	2.83	459	3.16	514	Nov. 1, 72	Oct. 30, 73	

Table 1 (CONT'D) EASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd)	152	6	Mthly.	\$ 420	\$	\$ 460	\$	Sep. 1, 71	Apr. 30, 72
	"	"	"	443		483		May 1, 72	Aug. 31, 72
	"	"	"	467		507		Sep. 1, 72	Dec. 31, 72
	211	4	"	447		487		Jan. 24, 72	Jul. 23, 72
	"	"	"	470		510		Jul. 24, 72	Jan. 23, 73
	007	4	"	416		457		Feb. 1, 72	Sep. 30, 72
	"	"	"	436		478		Oct. 1, 72	Nov. 30, 72
	"	"	"	457		499		Dec. 1, 72	May 31, 73
	138	2	Wkly.	102	441	118	512	Jan. 1, 72	Dec. 31, 72
	276	2	Mthly.	443		499		Jan. 1, 72	Jun. 30, 72
	"	"	"	461		519		Jul. 1, 72	Dec. 31, 72
	"	"	"	475		535		Jan. 1, 73	Jul. 31, 73
<u>Nursing Education</u>									
Teacher	083	6	"	689		803		Mar. 1, 72	Dec. 31, 72
	"	"	"	715		861		Jan. 1, 73	May 31, 73
	"	"	"	733		903		Jun. 1, 73	Nov. 30, 73
	223	8	"	738		858		Jan. 1, 72	Jun. 25, 72
	"	"	"	743		863		Jun. 26, 72	Dec. 31, 72
	"	"	"	778		898		Jan. 1, 73	Jul. 1, 73
	"	"	"	783		903		Jul. 2, 73	Dec. 31, 73
	100	6	"	700		825		Mar. 20, 72	Mar. 18, 73
	"	"	"	740		865		Mar. 19, 73	Dec. 31, 73
	191	4	"	680		800		Mar. 1, 72	Aug. 31, 72
	"	"	"	695		815		Sep. 1, 72	Feb. 28, 73
<u>Technologists and Technicians</u>									
Technician Assistant	161	6	Wkly.	89	387	103	447	Jan. 1, 72	Dec. 31, 72
	158	2	"	91	396	101	439	Jan. 1, 72	Dec. 31, 72
Technician I	227	8	Mthly.	446		530		Jan. 1, 72	Dec. 31, 72
	"	"	"	476		560		Jan. 1, 73	Dec. 31, 73
Technician II	227	8	"	534		618		Jan. 1, 72	Dec. 31, 72
	"	"	"	564		648		Jan. 1, 73	Dec. 31, 73
Technologist Assistant	131	6	Wkly.	98	426	107	465	Sep. 1, 71	Dec. 31, 71

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Technologist I	227	8	Mthly.	\$ 552	\$	\$ 636	\$	Jan. 1, 72	Dec. 31, 72
	"	"	"	582		666		Jan. 1, 73	Dec. 31, 73
Technologist II	227	8	"	648		732		Jan. 1, 72	Dec. 31, 72
	"	"	"	678		762		Jan. 1, 73	Dec. 31, 73
Technologist III	227	8	"	741		825		Jan. 1, 72	Dec. 31, 72
	"	"	"	771		855		Jan. 1, 73	Dec. 31, 73
Technologist IV	227	8	"	847		931		Jan. 1, 72	Dec. 31, 72
	"	"	"	877		961		Jan. 1, 73	Dec. 31, 73

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKE ONTARIO ECONOMIC REGION

Occupation	Rate	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		From	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.		
<u>Clerical</u>									
Clerk I	107	5	Mthly.	\$ 301	\$	\$ 337	\$	Sep. 15, 71	Mar. 14, 72
Clerk II	107	5	"	301		381		Sep. 15, 71	Mar. 14, 72
Clerk III	107	5	"	404		458		Sep. 15, 71	Mar. 14, 72
Clerk IV	107	5	"	438		510		Sep. 15, 71	Mar. 14, 72
Clerk-Typist	107	5	"	301		381		Sep. 15, 71	Mar. 14, 72
Receptionist	107	5	"	301		381		Sep. 15, 71	Mar. 14, 72
Stenographer	107	5	"	404		458		Sep. 15, 71	Mar. 14, 72
Switchboard or Telephone Operator	107	5	"	337		417		Sep. 15, 71	Mar. 14, 72
<u>Dietary</u>									
Cook	065	5	Hrly.			2.82	489	Jul. 1, 71	Jun. 30, 72
	092	4	"			2.95	511	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	435		465		Sep. 1, 71	Apr. 30, 72
	"	"	"	455		485		May 1, 72	Aug. 31, 72
Dishwasher				470		500		Sep. 1, 72	Dec. 31, 72
	092	4	Hrly.			2.77	480	Jun. 28, 71	Jun. 30, 72
	065	5	"			2.27	393	Jul. 1, 71	Jun. 30, 72
	092	4	"			2.27	393	Jun. 28, 71	Jun. 30, 72
Kitchen Helper (Female)	168	5	Mthly.	315		345		Sep. 1, 71	Apr. 30, 72
	"	"	"	335		365		May 1, 72	Aug. 31, 72
	"	"	"	350		380		Sep. 1, 72	Dec. 31, 72
	156	3	"	315		345		Sep. 1, 71	Apr. 30, 72
	"	"	"	335		365		May 1, 72	Aug. 31, 72
	"	"	"	350		380		Sep. 1, 72	Dec. 31, 72
<u>Housekeeping</u>									
Laundry Helper (Female)	065	5	Hrly.			2.27	393	Jul. 1, 71	Jun. 30, 72
	092	4	"			2.27	393	Jun. 28, 71	Jun. 30, 72

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.	From	To
Laundry Helper (Female) - (cont'd)	168	5	Mthly.	\$ 315	\$	\$ 345	\$	Sep. 1, 71	Apr. 30, 72
	"	"	"	335		365		May 1, 72	Aug. 31, 72
	"	"	"	350		380		Sep. 1, 72	Dec. 31, 72
	156	3	"	315		345		Sep. 1, 71	Apr. 30, 72
	"	"	"	335		365		May 1, 72	Aug. 31, 72
	"	"	"	350		380		Sep. 1, 72	Dec. 31, 72
	169	3	Hrly.	2.20	358	2.31	375	Feb. 4, 72	Sep. 30, 72
	"	"	"	2.32	377	2.43	395	Oct. 1, 72	May 31, 73
	065	5	"			2.27	393	Jul. 1, 71	Jun. 30, 72
Maid	092	4	"			2.27	393	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	315		345		Sep. 1, 71	Apr. 30, 72
	"	"	"	335		365		May 1, 72	Aug. 31, 72
	"	"	"	350		380		Sep. 1, 72	Dec. 31, 72
	156	3	"	315		345		Sep. 1, 71	Apr. 30, 72
	"	"	"	335		365		May 1, 72	Aug. 31, 72
	"	"	"	350		380		Sep. 1, 72	Dec. 31, 72
	169	3	Hrly.	2.20	358	2.31	375	Feb. 4, 72	Sep. 30, 72
	"	"	"	2.32	377	2.43	395	Oct. 1, 72	May 31, 73
Orderly - Trained	065	5	"			2.71	470	Jul. 1, 71	Jun. 30, 72
	092	4	"			2.66	461	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	450		480		Sep. 1, 71	Apr. 30, 72
	"	"	"	470		500		May 1, 72	Aug. 31, 72
	"	"	"	485		515		Sep. 1, 72	Dec. 31, 72
	156	3	"	460		490		Sep. 1, 71	Apr. 30, 72
	"	"	"	470		500		May 1, 72	Aug. 31, 72
	"	"	"	500		530		Sep. 1, 72	Dec. 31, 72
	169	3	Hrly.	2.80	455	2.90	471	Feb. 4, 72	Sep. 30, 72
Porter-Cleaner	"	"	"	2.92	475	3.02	491	Oct. 1, 72	May 31, 73
	065	5	"			2.55	442	Jul. 1, 71	Jun. 30, 72
	092	4	"			2.55	442	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	395		425		Sep. 1, 71	Apr. 30, 72
	"	"	"	415		445		May 1, 72	Aug. 31, 72
	"	"	"	430		460		Sep. 1, 72	Dec. 31, 72
	156	3	"	407		437		Sep. 1, 71	Apr. 30, 72
	"	"	"	420		450		May 1, 72	Aug. 31, 72
	"	"	"	430		460		Sep. 1, 72	Dec. 31, 72
	169	3	Hrly.	2.53	411	2.63	427	Feb. 4, 72	Sep. 30, 72
	"	"	"	2.65	431	2.75	447	Oct. 1, 72	May 31, 73

Table 2 (CONT'D) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number	Rate	Wages				Period	
				Hourly	Monthly	Hourly	Monthly	From	To
Seamstress	063	3	Hrly.	\$	\$	\$ 2.30	\$ 309	Jul. 1, 71	Jun. 30, 72
	092	4	"			2.51	435	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	345		375		Sep. 1, 71	Apr. 30, 72
	"	"	"	365		395		May 1, 72	Aug. 31, 72
	"	"	"	380		410		Sep. 1, 72	Dec. 31, 72
	156	3	"	325		355		Sep. 1, 71	Apr. 30, 72
	"	"	"	345		375		May 1, 72	Aug. 31, 72
	"	"	"	360		390		Sep. 1, 72	Dec. 31, 72
	169	3	Hrly.	2.31	375	2.42	393	Feb. 4, 72	Sep. 30, 72
	"	"	"	2.43	395	2.54	413	Oct. 1, 72	May 31, 73
	092	4	"			2.77	480	Jun. 28, 71	Jun. 30, 72
	107	5	Mthly.	458		530		Sep. 15, 71	Mar. 14, 72
Storeman	168	5	"	415		445		Sep. 1, 71	Apr. 30, 72
	"	"	"	435		465		May 1, 72	Aug. 31, 72
	"	"	"	450		480		Sep. 1, 72	Dec. 31, 72
Washman	065	5	Hrly.			2.77	480	Jul. 1, 71	Jun. 30, 72
	092	4	"			2.77	480	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	435		465		Sep. 1, 71	Apr. 30, 72
	"	"	"	455		485		May 1, 72	Aug. 31, 72
	"	"	"	470		500		Sep. 1, 72	Dec. 31, 72
	156	3	"	415		445		Sep. 1, 71	Apr. 30, 72
	"	"	"	435		460		May 1, 72	Aug. 31, 72
	"	"	"	455		485		Sep. 1, 72	Dec. 31, 72
	169	3	Hrly.	2.53	411	2.63	427	Feb. 4, 72	Sep. 30, 72
	"	"	"	2.65	431	2.75	447	Oct. 1, 72	May 31, 73
<u>Maintenance & Engineering</u>									
Carpenter	065	5	Hrly.			3.48	603	Jul. 1, 71	Jun. 30, 72
	092	4	"			3.26	565	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	565		595		Sep. 1, 71	Apr. 30, 72
	"	"	"	585		615		May 1, 72	Aug. 31, 72
Electrician				605		635		Sep. 1, 72	Dec. 31, 72
	065	5	Hrly.			3.78	655	Jul. 1, 71	Jun. 30, 72

Table 2 (CONT'D) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Electrician (cont'd)	168	5	Mthly.	\$ 565	\$	\$ 595	\$	Sep. 1, 71	Apr. 30, 72
	"	"	"	585		615		May 1, 72	Aug. 31, 72
	"	"	"	605		635		Sep. 1, 72	Dec. 31, 72
Groundsman	092	4	Hrly.			2.58	447	Jun. 28, 71	Jun. 30, 72
	168	5	Mthly.	400		430		Sep. 1, 71	Apr. 30, 72
	"	"	"	420		450		May 1, 72	Aug. 31, 72
	"	"	"	435		465		Sep. 1, 72	Dec. 31, 72
Handyman	092	4	Hrly.			3.06	530	Jun. 28, 71	Jun. 30, 72
Labourer	092	4	"			2.58	447	Jun. 28, 71	Jun. 30, 72
Maintenance Man	168	5	Mthly.	475		505		Sep. 1, 71	Apr. 30, 72
	"	"	"	495		525		May 1, 72	Aug. 31, 72
	"	"	"	515		545		Sep. 1, 72	Dec. 31, 72
	156	3	"	415		445		Sep. 1, 71	Apr. 30, 72
	"	"	"	435		465		May 1, 72	Aug. 31, 72
	"	"	"	470		500		Sep. 1, 72	Dec. 31, 72
Painter	065	5	Hrly.			3.27	567	Jul. 1, 71	Jun. 30, 72
	168	5	Mthly.	485		515		Sep. 1, 71	Apr. 30, 72
	"	"	"	505		535		May 1, 72	Aug. 31, 72
	"	"	"	520		550		Sep. 1, 72	Dec. 31, 72
	156	3	"	457		487		Sep. 1, 71	Apr. 30, 72
	"	"	"	477		507		May 1, 72	Aug. 31, 72
	"	"	"	504		534		Sep. 1, 72	Dec. 31, 72
Plumber	168	5	"	565		595		Sep. 1, 71	Apr. 30, 72
	"	"	"	585		615		May 1, 72	Aug. 31, 72
	"	"	"	605		635		Sep. 1, 72	Dec. 31, 72
Stationary Engineer 2	005	5	Mthly.			738		Oct. 1, 71	Sep. 30, 72
Stationary Engineer 3	064	5	Hrly.			3.78	655	Feb. 18, 72	Feb. 18, 73
	092	4	"			3.68	638	Jun. 28, 71	Jun. 30, 72
	076	3	"			3.60	624	Dec. 1, 71	Jul. 31, 72
	"	"	"			3.78	655	Aug. 1, 72	Mar. 31, 73
	004	3	"			4.11	712	Jan. 1, 72	Dec. 31, 72

Table 2 (CONT'D) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Jobs	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Ann. Rate	Mthly Equiv.	Ann. Rate	Mthly Equiv.	From	To	
Stationary Engineer 4	064	5	Hrly.	\$	\$	\$ 3.33	\$ 577	Feb. 18, 72	Feb. 18, 73	
	092	4	"			3.15	575			
	156	3	Mthly.	496		526		Sep. 1, 71	Apr. 30, 72	
	"	"	"	518		548		May 1, 72	Aug. 31, 72	
	"	"	"	550		580		Sep. 1, 72	Dec. 31, 72	
	004	3	Hrly.			3.86	669	Jan. 1, 72	Dec. 31, 72	
	249	2	"			3.25	563	Jan. 1, 72	Dec. 31, 72	
	"	"	"			3.50	607	Jan. 1, 73	Dec. 31, 73	
Stationary Engineer's Helper	249	2	"	2.00	347	2.75	477	Jan. 1, 71	Dec. 31, 73	
<u>Nursing</u>										
Ambulance Driver Attendant	169	3	"	3.08	561	3.32	604	Feb. 4, 72	Sep. 30, 72	
	"	"	"	3.20	582	3.44	626	Oct. 1, 72	May 31, 73	
Ambulance Driver Attendant I	065	5	"			2.75	477	Jul. 1, 71	Jun. 30, 72	
Ambulance Driver Attendant II	065	5	"			2.59	449	Jul. 1, 71	Jun. 30, 72	
Assistant Head Nurse	199	5	Mthly.	647		772		Jan. 1, 72	Dec. 31, 72	
Graduate Nurse	130	4	"	565		660		Jan. 23, 72	Jan. 23, 73	
	199	5	"	548		588		Jan. 1, 72	Dec. 31, 72	
Head Nurse	130	4	"	680		805		Jan. 23, 72	Jan. 23, 73	
	199	5	"	696		821		Jan. 1, 72	Dec. 31, 72	
Nurse's Aide	169	3	Hrly.	2.26	367	2.36	384	Feb. 4, 72	Sep. 30, 72	
	"	"	"	2.38	387	2.48	403	Oct. 1, 72	May 31, 73	
Registered Nurse	130	4	Mthly.	600		725		Jan. 23, 72	Jan. 23, 73	
	199	5	"	605		721		Jan. 1, 72	Dec. 31, 72	
Registered Nursing Assistant	065	5	Hrly.			2.63	456	Jul. 1, 71	Jun. 30, 72	
	092	4	"			2.66	461	Jun. 28, 71	Jun. 30, 72	

Table 2 (CONT'D) LAKE ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd)	168	5	Mthly.	\$ 415	\$	\$ 445	\$	Sep. 1, 71	Apr. 30, 72
	"	"	"	440		470		Aug. 31, 72	
	"	"	"	460		490		Sep. 1, 72	Dec. 31, 72
	156	3	"	420		450		Sep. 1, 71	Apr. 30, 72
	"	"	"	440		470		Aug. 31, 72	
	"	"	"	460		490		Sep. 1, 72	Dec. 31, 72
	169	3	Hrly.	2.74	445	2.85	463	Feb. 4, 72	Sep. 30, 72
	"	"	"	2.91	473	3.02	491	Oct. 1, 72	May 31, 73
<u>Nursing Education</u>									
Teacher	130	4	Mthly.	680		805		Jan. 23, 72	Jan. 23, 73
<u>Technologists and Technicians</u>									
Laboratory Assistant	232	5	"	374		412		Jan. 1, 71	Dec. 31, 71
	150	5	"	433		505		Sep. 15, 71	Mar. 14, 72
Technical Assistant	150	5	"	340		420		Sep. 15, 71	Mar. 14, 72
	169	3	Hrly.	2.47	401	2.58	419	Feb. 4, 72	Sep. 30, 72
	"	"	"	2.59	421	2.70	439	Oct. 1, 72	May 31, 73
Technician I	150	5	Mthly.	511		583		Sep. 15, 71	Mar. 14, 72
Technician II	150	5	"	587		687		Sep. 15, 71	Mar. 14, 72
Technologist I	232	5	"	492		587		Jan. 1, 71	Dec. 31, 71
	150	5	"	503		575		Sep. 15, 71	Mar. 14, 72
Technologist II	232	5	"	539		635		Jan. 1, 71	Dec. 31, 71
	150	5	"	580		680		Sep. 15, 71	Mar. 14, 72
Technologist III	232	5	"	641		763		Jan. 1, 71	Dec. 31, 71
Technologist IV	232	5	"	763		910		Jan. 1, 71	Dec. 31, 71

TABLE 3

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Days	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Per Day	Wkly Rate	Agmt. Rate	Mthly Rate	From	To
<u>Clerical</u>									
Clerk I	070	7	Mthly.	\$ 399	\$	\$ 427	\$	Apr. 1, 72	Dec. 31, 72
	188	8	"	380		420		Apr. 1, 72	Mar. 31, 73
	181	4	Wkly.	77	336	93	402	Sep. 15, 70	Sep. 14, 71
Clerk II	070	7	Mthly.	455		495		Apr. 1, 72	Dec. 31, 72
	188	8	"	441		486		Apr. 1, 72	Mar. 31, 73
	181	4	Wkly.	88	380	103	446	Sep. 15, 70	Sep. 14, 71
Clerk III	070	7	Mthly.	489		529		Apr. 1, 72	Dec. 31, 72
	188	8	"	473		542		Apr. 1, 72	Mar. 31, 73
	181	4	Wkly.	95	413	110	479	Sep. 15, 70	Sep. 14, 71
Clerk IV	188	8	Mthly.	500		565		Apr. 1, 72	Mar. 31, 73
	181	4	Wkly.	104	541	119	517	Sep. 15, 70	Sep. 14, 71
Clerk V	181	"	"	109	473	124	539	Sep. 15, 70	Sep. 14, 71
Clerk-Typist I	188	8	Mthly.	396		436		Apr. 1, 72	Mar. 31, 73
Clerk-Typist II	188	"	"	428		473		Apr. 1, 72	Mar. 31, 73
Receptionist	188	"	"	380		420		Apr. 1, 72	Mar. 31, 73
Stenographer	188	"	"	441		486		Apr. 1, 72	Mar. 31, 73
Stenographer-Secretary	188	"	"	470		520		Apr. 1, 72	Mar. 31, 73
Stenographer-Medical	188	"	"	479		534		Apr. 1, 72	Mar. 31, 73
Switchboard or Telephone Operator	070	7	"	467		504		Apr. 1, 72	Dec. 31, 72

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Switchboard or Telephone Operator I.	188	8	Mthly.	\$ 406	\$	\$ 461	\$	Apr. 1, 72	Mar. 31, 73
Switchboard or Telephone Operator II.	188	8	"			476		Apr. 1, 72	Mar. 31, 73
<u>Dietary</u>									
Cook	002	3	"	506		539		Apr. 1, 72	Sep. 30, 72
	"	"	"	527		560		Oct. 1, 72	Mar. 31, 73
	070	7	"	500		544		Apr. 1, 72	Dec. 31, 72
	071	5	"	506		539		Apr. 1, 72	Sep. 30, 72
	"	"	"	527		560		Oct. 1, 72	Mar. 31, 73
	081	6	"	506		539		Apr. 1, 72	Sep. 30, 72
	"	"	"	527		560		Oct. 1, 72	Mar. 31, 73
	109	"	"	506		539		Apr. 4, 72	Oct. 2, 72
	"	"	"	527		560		Oct. 3, 72	Mar. 31, 73
	113	7	"	450		487		Jul. 5, 71	Jul. 5, 72
	121	6	Hrly.	2.92	506	3.11	539	Apr. 1, 72	Sep. 29, 72
	"	"	"	3.04	527	3.23	560	Sep. 30, 72	Mar. 31, 73
	182	8	Mthly.	509		539		Mar. 1, 72	Sep. 30, 72
	"	"	"	530		560		Oct. 1, 72	Mar. 31, 73
	190	5	Hrly.	2.38	414	2.57	447	May 1, 71	Dec. 31, 71
	193	"	Mthly.	415		489		Jan. 1, 71	Dec. 31, 71
	206	6	"	459		519		Jan. 4, 71	Dec. 31, 71
	212	"	"	531		566		Jan. 22, 72	Jan. 21, 73
	"	"	"	567		605		Jan. 22, 73	Jan. 21, 74
	219	"	"	470		519		May 1, 71	Apr. 30, 72
	241	4	"	513		539		Mar. 1, 72	Sep. 30, 72
	"	"	"	534		560		Oct. 1, 72	Mar. 31, 73
	052	6	Wkly.	118	510	124	536	Jan. 5, 72	Sep. 5, 72
	"	"	"	122	530	128	556	Sep. 6, 72	May 4, 73
	059	5	Mthly.	508		538		Jan. 1, 72	Jun. 30, 72
	"	"	"	530		560		Jul. 1, 72	Dec. 31, 72
	021	2	"	535		561		Aug. 1, 71	Mar. 31, 72
	001	3	"	447		487		Apr. 1, 72	Sep. 30, 72
	"	"	"	457		497		Oct. 1, 72	Mar. 31, 73
	128	4	"	457		487		Mar. 1, 72	Aug. 31, 72
	"	"	"	476		506		Sep. 1, 72	Dec. 31, 72
	043	2	"	481		498		Dec. 15, 71	Dec. 14, 72

Occupation	Code	Number of Beds	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Dishwasher	109	6	Mthly.	\$ 436	\$	\$ 467	\$	Apr. 4, 72	Oct. 2, 72	
	"	"	"	457		490		Oct. 3, 72	Mar. 31, 73	
	110	8	"	395		425		Jan. 1, 71	May 31, 71	
	113	7	"	406		443		Jul. 5, 71	Jul. 5, 72	
	121	6	Hrly.	2.52	436	2.71	469	Apr. 1, 72	Sep. 29, 72	
	"	"	"	2.64	457	2.83	490	Sep. 30, 72	Mar. 31, 73	
	059	5	Mthly.	430		460		Jan. 1, 72	Jun. 30, 72	
	"	"	"	465		495		Jul. 1, 72	Dec. 31, 72	
	001	3	"	407		447		Apr. 1, 72	Sep. 30, 72	
	"	"	"	417		457		Oct. 1, 72	Mar. 31, 73	
	Kitchen Helper (Female)	070	7	"	406		438		Apr. 1, 72	Dec. 31, 72
		071	5	"	351		383		Apr. 1, 72	Sep. 30, 72
		"	"	"	368		400		Oct. 1, 72	Mar. 31, 73
		081	6	"	351		383		Apr. 1, 72	Sep. 30, 72
		"	"	"	368		400		Oct. 1, 72	Mar. 31, 73
109		"	"	351		383		Apr. 4, 72	Oct. 2, 72	
"		"	"	368		400		Oct. 3, 72	Mar. 31, 73	
110		8	"	318		348		Jan. 1, 71	May 31, 71	
113		7	"	329		362		Jul. 5, 71	Jul. 5, 72	
121		6	Hrly.	2.05	351	2.21	383	Apr. 1, 72	Sep. 29, 72	
"		"	"	2.12	368	2.31	400	Sep. 30, 72	Mar. 31, 73	
193		5	Mthly.	327		369		Jan. 1, 71	Dec. 31, 71	
206		6	"	347		377		Jan. 4, 71	Dec. 31, 71	
212		"	"	366		395		Jan. 22, 72	Jan. 21, 73	
"		"	"	391		422		Jan. 22, 73	Jan. 21, 74	
219		"	"	323		356		May 1, 71	Apr. 30, 72	
241		4	"	371		383		Mar. 1, 72	Sep. 30, 72	
"		"	"	388		400		Oct. 1, 72	Mar. 31, 73	
052		6	Wkly.	88	380	95	413	Jan. 5, 72	Sep. 5, 72	
"		"	"	92	400	100	433	Sep. 6, 72	May 4, 73	
059		5	Mthly.	354		384		Jan. 1, 72	Jun. 30, 72	
"		"	"	365		395		Jul. 1, 72	Dec. 31, 72	
021		2	"	334		359		Aug. 1, 71	Mar. 31, 72	
001	3	"	363		403		Apr. 1, 72	Mar. 31, 73		
043	2	"	373		390		Dec. 15, 71	Dec. 14, 72		
<u>Housekeeping</u>										
Laundry Helper (Female)	073	3	"	350		400		Jan. 1, 72	Oct. 31, 72	
	"	"	"	360		410		Nov. 1, 72	Dec. 26, 72	

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Laundry Helper (Female) (cont'd)	073	3	Mthly.	\$ 375	\$	\$ 425	\$	Dec. 27, 72	Oct. 30, 73	
	"	"	"	385		435		Oct. 31, 73	Dec. 31, 73	
	081	6	"	351		383		Apr. 1, 72	Sep. 30, 72	
	"	"	"	368		400		Oct. 1, 72	Mar. 31, 73	
	086	4	"	356		386		Mar. 1, 72	Apr. 30, 73	
	109	6	"	351		383		Apr. 4, 72	Oct. 2, 72	
	"	"	"	368		400		Oct. 3, 72	Mar. 31, 73	
	110	8	"	330		360		Jan. 1, 71	May 31, 71	
	113	7	"	340		375		Jul. 5, 71	Jul. 5, 72	
	182	8	"	361		383		Mar. 1, 72	Sep. 30, 72	
	"	"	"	378		400		Oct. 1, 72	Mar. 31, 73	
	206	6	"	347		377		Jan. 4, 71	Dec. 31, 71	
	212	"	"	366		395		Jan. 22, 72	Jan. 21, 73	
	"	"	"	391		422		Jan. 22, 73	Jan. 21, 74	
	052	"	Wkly.	88	383	95	413	Jan. 5, 72	Sep. 5, 72	
	"	"	"	92	400	100	433	Sep. 6, 72	May 4, 73	
	021	2	Mthly.	334		359		Aug. 1, 71	Mar. 31, 72	
	001	3	"	363		403		Apr. 1, 72	Mar. 31, 73	
	043	2	"	373		390		Dec. 15, 71	Dec. 14, 72	
	Maid	002	3	"	351		383		Apr. 1, 72	Sep. 30, 72
		"	"	"	368		400		Oct. 1, 72	Mar. 31, 73
		070	7	"	406		438		Apr. 1, 72	Dec. 31, 72
		071	5	"	351		383		Apr. 1, 72	Sep. 30, 72
"		"	"	368		400		Oct. 1, 72	Mar. 31, 73	
073		3	"	350		400		Jan. 1, 72	Oct. 31, 72	
"		"	"	360		410		Nov. 1, 72	Dec. 26, 72	
"		"	"	375		425		Dec. 27, 72	Oct. 30, 73	
"		"	"	385		435		Oct. 31, 73	Dec. 31, 73	
081		6	"	351		383		Apr. 1, 72	Sep. 30, 72	
"		"	"	368		400		Oct. 1, 72	Mar. 31, 73	
109		"	"	351		383		Apr. 4, 72	Oct. 2, 72	
"		"	"	368		400		Oct. 3, 72	Mar. 31, 73	
110		8	"	318		348		Jan. 1, 71	May 31, 71	
113		7	"	329		362		Jul. 5, 71	Jul. 5, 72	
121		6	Hrly.	2.03	351	2.21	383	Apr. 1, 72	Sep. 29, 72	
"		"	"	2.12	368	2.31	400	Sep. 30, 72	Mar. 31, 73	
182		8	Mthly.	361		383		Mar. 1, 72	Sep. 30, 72	
"		"	"	378		400		Oct. 1, 72	Mar. 31, 73	
190		5	Hrly.	1.96	341	2.13	369	May 1, 71	Dec. 31, 71	
193		"	Mthly.	327		369		Jan. 1, 71	Dec. 31, 71	
206		6	"	347		377		Jan. 4, 71	Dec. 31, 71	
212		"	"	366		395		Jan. 22, 72	Jan. 21, 73	

TABLE 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Maid (cont'd)	212	6	Mthly.	\$ 391	\$	\$ 422	\$	Jan. 22, 73	Jan. 21, 74	
	215	5	Hrly.	1.98	343	2.13	369	Apr. 1, 71	Mar. 31, 72	
	219	6	Mthly.	323		356		May 1, 71	Apr. 30, 72	
	052	"	Wkly.	88	380	95	413	Jan. 5, 72	Sep. 5, 72	
	"	"	"	92	400	100	433	Sep. 6, 72	May 4, 73	
	181	4	Wkly.	82	354	87	378	Sep. 15, 70	Sep. 14, 71	
	059	5	Mthly.	354		384		Jan. 1, 72	Jun. 30, 72	
	"	"	"	365		395		Jul. 1, 72	Dec. 31, 72	
	021	2	"	334		359		Aug. 1, 71	Mar. 31, 72	
	001	3	"	363		403		Apr. 1, 72	Mar. 31, 73	
	128	4	"	356		386		Mar. 1, 72	Aug. 31, 72	
	"	"	"	375		405		Sep. 1, 72	Dec. 31, 72	
	043	2	"	373		390		Dec. 15, 71	Dec. 14, 72	
	Orderly-Trained	002	3	"	492		522		Apr. 1, 72	Sep. 30, 72
		"	"	"	510		540		Oct. 1, 72	Mar. 31, 73
070		7	"	464		534		Apr. 1, 72	Dec. 31, 72	
071		5	"	488		518		Apr. 1, 72	Sep. 30, 72	
"		"	"	510		540		Oct. 1, 72	Mar. 31, 73	
081		6	"	488		518		Apr. 1, 72	Sep. 30, 72	
"		"	"	510		540		Oct. 1, 72	Mar. 31, 73	
086		4	"	430		460		Mar. 1, 72	Apr. 30, 73	
109		6	"	478		508		Apr. 4, 72	Oct. 2, 72	
"		"	"	510		540		Oct. 3, 72	Mar. 31, 73	
110		8	"	438		468		Jan. 1, 71	May 31, 71	
113		7	"	442		469		Jul. 5, 71	Jul. 5, 72	
121		6	Hrly.	2.82	488	2.99	518	Apr. 1, 72	Sep. 29, 72	
"		"	"	2.94	510	3.12	541	Sep. 30, 72	Mar. 31, 73	
182		8	Mthly.	498		518		Mar. 1, 72	Sep. 30, 72	
"		"	"	520		540		Oct. 1, 72	Mar. 31, 73	
190		5	Hrly.	2.38	414	2.57	447	May 1, 71	Dec. 31, 71	
193		"	Mthly.	379		442		Jan. 1, 71	Dec. 31, 71	
206		6	"	406		439		Jan. 4, 71	Dec. 31, 71	
212		"	"	448		486		Jan. 22, 72	Jan. 21, 73	
"		"	"	479		519		Jan. 22, 73	Jan. 21, 74	
215	5	Hrly.	2.45	425	2.65	459	Apr. 1, 71	Mar. 31, 72		
219	6	Mthly.	444		466		May 1, 71	Apr. 30, 72		

TABLE 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Orderly-Trained (cont'd)	052	6	Wkly.	\$ 110	\$ 475	\$ 118	\$ 510	Jan. 5, 72	Sep. 5, 72
	"	"	"	114	496	122	530	Sep. 6, 72	May 4, 73
	181	4	"	101	438	109	474	Sep. 15, 70	Sep. 14, 71
	059	5	Mthly.	495		525		Jan. 1, 72	Jun. 30, 72
	"	"	"	520		550		Jul. 1, 72	Dec. 31, 72
	021	2	"	441		466		Aug. 1, 71	Mar. 31, 72
	001	3	"	455		495		Apr. 1, 72	Sep. 30, 72
	"	"	"	465		505		Oct. 1, 72	Mar. 31, 73
	128	4	"	485		515		Mar. 1, 72	Aug. 31, 72
	"	"	"	515		545		Sep. 1, 72	Dec. 31, 72
	043	2	"	481		498		Dec. 15, 71	Dec. 14, 72
Porter-Cleaner	002	3	Mthly.	436		469		Apr. 1, 72	Sep. 30, 72
	"	"	"	457		490		Oct. 1, 72	Mar. 31, 73
	070	7	"	478		516		Apr. 1, 72	Dec. 31, 72
	071	5	"	436		469		Apr. 1, 72	Sep. 30, 72
	"	"	"	457		490		Oct. 1, 72	Mar. 31, 73
	073	3	"	425		475		Jan. 1, 72	Oct. 31, 72
	"	"	"	435		485		Nov. 1, 72	Dec. 26, 72
	"	"	"	450		500		Dec. 27, 72	Oct. 30, 73
	"	"	"	460		510		Oct. 31, 73	Dec. 31, 73
	081	6	"	436		469		Apr. 1, 72	Sep. 30, 72
	"	"	"	457		490		Oct. 1, 72	Mar. 31, 73
	109	"	"	436		469		Apr. 4, 72	Oct. 2, 72
	"	"	"	457		490		Oct. 3, 72	Mar. 31, 73
	110	8	"	391		421		Jan. 1, 71	May 31, 71
	113	7	"	405		437		Jul. 5, 71	Jul. 5, 72
	121	6	Hrly.	2.52	436	2.71	469	Apr. 1, 72	Sep. 29, 72
	"	"	"	2.64	457	2.83	490	Sep. 30, 72	Mar. 31, 73
	182	8	Mthly.	429		469		Mar. 1, 72	Sep. 30, 72
	"	"	"	450		490		Oct. 1, 72	Mar. 31, 73
	190	5	Hrly.	2.20	383	2.38	414	May 1, 71	Dec. 31, 71
	193	"	Mthly.	356		408		Jan. 1, 71	Dec. 31, 71
	206	6	"	393		424		Jan. 4, 71	Dec. 31, 71
	212	"	"	442		472		Jan. 22, 72	Jan. 21, 73
	"	"	"	472		504		Jan. 22, 73	Jan. 21, 74
	215	5	Hrly.	2.29	397	2.44	423	Apr. 1, 71	Mar. 31, 72
	219	6	Mthly.	386		425		May 1, 71	Apr. 30, 72
	241	4	"	439		469		Mar. 1, 72	Sep. 30, 72
	"	"	"	460		490		Oct. 1, 72	Mar. 31, 73

TABLE 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Porter-Cleaner (cont'd)	052	6	Wkly.	\$ 100	\$ 433	\$ 107	\$ 465	Jan. 5, 72	Sep. 5, 72
	"	"	"	105	454	112	485	Sep. 6, 72	May 4, 73
	181	4	"	99	429	105	453	Sep. 15, 70	Sep. 14, 71
	059	5	Mthly.	430		460		Jan. 1, 72	Jun. 30, 72
	"	"	"	465		495		Jul. 1, 72	Dec. 31, 72
	021	2	"	397		416		Aug. 1, 71	Mar. 31, 72
	001	3	"	417		457		Apr. 1, 72	Sep. 30, 72
	"	"	"	427		467		Oct. 1, 72	Mar. 31, 73
	128	4	"	435		465		Mar. 1, 72	Aug. 31, 72
	"	"	"	461		491		Sep. 1, 72	Dec. 31, 72
Seamstress	043	2	"	438		455		Dec. 15, 71	Dec. 14, 72
	070	7	"	438		476		Apr. 1, 72	Dec. 31, 72
	081	6	"	369		401		Apr. 1, 72	Sep. 30, 72
	"	"	"	386		418		Oct. 1, 72	May 31, 73
	109	"	"	369		401		Apr. 4, 72	Oct. 2, 72
	"	"	"	386		418		Oct. 3, 72	Mar. 31, 73
	110	8	"	338		368		Jan. 1, 71	May 31, 71
	113	7	"	346		381		Jul. 5, 71	Jul. 5, 72
	121	6	Hrly.	2.13	369	2.31	401	Apr. 1, 72	Sep. 29, 72
	"	"	"	2.23	386	2.41	418	Sep. 30, 72	Mar. 31, 73
	182	8	Mthly.	371		393		Mar. 1, 72	Sep. 30, 72
	"	"	"	388		410		Oct. 1, 72	Mar. 31, 73
	190	5	Hrly.	2.04	355	2.21	383	May 1, 71	Dec. 31, 71
	193	"	Mthly.	340		383		Jan. 1, 71	Dec. 31, 71
	206	6	"	356		383		Jan. 4, 71	Dec. 31, 71
	212	"	"	372		401		Jan. 22, 72	Jan. 21, 73
	"	"	"	397		428		Jan. 22, 73	Jan. 21, 74
	215	5	Hrly.	2.09	362	2.21	383	Apr. 1, 71	Mar. 31, 72
	241	4	Mthly.	381		393		Mar. 1, 72	Sep. 30, 72
	"	"	"	398		410		Oct. 1, 72	Mar. 31, 73
	052	6	Wkly.	92	397	98	426	Jan. 5, 72	Sep. 5, 72
	"	"	"	96	418	103	447	Sep. 6, 72	May 4, 73
	181	4	"	89	384	94	408	Sep. 15, 70	Sep. 14, 71
	001	3	Mthly.	363		403		Apr. 1, 72	Mar. 31, 73

TABLE 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Storeman	070	7	Mthly.	\$ 579	\$	\$ 634	\$	Apr. 1, 72	Dec. 31, 72
	086	4	"	472		502		Mar. 1, 72	Apr. 30, 73
	109	6	"	436		469		Apr. 4, 72	Oct. 2, 72
	"	"	"	457		490		Oct. 3, 72	Mar. 31, 73
	182	8	"	522		562		Mar. 1, 72	Sep. 30, 72
	"	"	"	543		583		Oct. 1, 72	Mar. 31, 73
	190	5	Hrly.	2.58	414	2.57	447	May 1, 71	Dec. 31, 71
	193	"	Mthly.	415		489		Jan. 1, 71	Dec. 31, 71
	206	6	"	424		478		Jan. 4, 71	Dec. 31, 71
	212	"	"	466		537		Jan. 22, 72	Jan. 21, 73
	"	"	"	498		573		Jan. 22, 73	Jan. 21, 74
	219	"	"	426		470		May 1, 71	Apr. 30, 72
	052	"	Wkly.	108	470	118	513	Jan. 5, 72	Sep. 5, 72
	"	"	"	113	491	123	534	Sep. 6, 72	May. 4, 73
	181	4	"	97	420	103	444	Sep. 15, 70	Sep. 14, 71
	128	"	Mthly.	480		510		Mar. 1, 72	Aug. 31, 72
	"	"	"	506		536		Sep. 1, 72	Dec. 31, 72
Washman	073	3	"	425		475		Jan. 1, 72	Oct. 31, 72
	"	"	"	435		485		Nov. 1, 72	Dec. 26, 72
	"	"	"	450		500		Dec. 27, 72	Oct. 30, 73
	"	"	"	460		510		Oct. 31, 73	Dec. 31, 73
	081	6	"	484		514		Apr. 1, 72	Sep. 30, 72
	"	"	"	505		535		Oct. 1, 72	Mar. 31, 73
	086	4	"	410		440		Mar. 1, 72	Apr. 30, 73
	109	6	"	489		519		Apr. 4, 72	Oct. 2, 72
	"	"	"	510		540		Oct. 3, 72	Mar. 31, 73
	110	8	"	456		486		Jan. 1, 71	May 31, 71
	113	7	"	346		381		Jul. 5, 71	Jul. 5, 72
	182	8	"	484		514		Mar. 1, 72	Sep. 30, 72
	"	"	"	505		535		Oct. 1, 72	Mar. 31, 73
	206	6	"	424		459		Jan. 4, 71	Dec. 31, 71
	001	3	"	424		464		Apr. 1, 72	Sep. 30, 72
	"	"	"	434		474		Oct. 1, 72	Mar. 31, 73
<u>Maintenance and Engineering</u>									
Carpenter	002	3	"	563		593		Apr. 1, 72	Sep. 30, 72
	"	"	"	608		638		Oct. 1, 72	Mar. 31, 73
	071	5	"	602		632		Apr. 1, 72	Sep. 30, 72
	"	"	"	632		662		Oct. 1, 72	Mar. 31, 73
	081	6	"	603		633		Apr. 1, 72	Sep. 30, 72

TABLE 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Carpenter (cont'd)	081	6	Mthly.	\$ 633	\$	\$ 663	\$	Oct. 1, 72	Mar. 31, 73	
	109	"	"	602		632		Apr. 4, 72	Oct. 2, 72	
	"	"	"	632		662		Oct. 3, 72	Mar. 31, 73	
	110	8	"	530		560		Jan. 1, 71	May 31, 71	
	113	7	"	594		621		Jul. 5, 71	Jul. 5, 72	
	121	6	Hrly.	3.48	603	3.65	633	Apr. 1, 72	Sep. 29, 72	
	"	"	"	3.65	633	3.83	663	Sep. 30, 72	Mar. 31, 73	
	153	7	"			4.04	700	Feb. 24, 72	Nov. 24, 72	
	182	8	Mthly.	621		661		Mar. 1, 72	Sep. 30, 72	
	"	"	"	653		693		Oct. 1, 72	Mar. 31, 73	
	"	"	"	494		593		Jan. 1, 71	Dec. 31, 71	
	193	5	"	545		617		Jan. 4, 71	Dec. 31, 71	
	206	6	"	590		661		Jan. 22, 72	Jan. 21, 73	
	212	"	"	630		706		Jan. 22, 73	Jan. 21, 74	
	215	5	Hrly.	3.35	581	3.61	626	Apr. 1, 71	Mar. 31, 72	
	219	6	Mthly.	493		572		May 1, 71	Apr. 30, 72	
	241	4	"	657		697		Mar. 1, 72	Sep. 30, 72	
	"	"	"	690		730		Oct. 1, 72	Mar. 31, 73	
	263	5	"			652		Jan. 1, 72	Dec. 31, 72	
	"	"	"			704		Jan. 1, 73	Dec. 31, 73	
	052	6	Wkly.	125	543	134	579	Jan. 5, 72	Sep. 5, 72	
	"	"	"	130	563	138	600	Sep. 6, 72	May 4, 73	
	181	4	"	154	667	162	702	Sep. 15, 70	Sep. 14, 71	
	Electrician	002	3	Mthly.	667		697		Apr. 1, 72	Sep. 30, 72
		"	"	"	700		730		Oct. 1, 72	Mar. 31, 73
		071	5	"	667		697		Apr. 1, 72	Sep. 30, 72
		"	"	"	700		730		Oct. 1, 72	Mar. 31, 73
081		6	"	667		697		Apr. 1, 72	Sep. 30, 72	
"		"	"	700		730		Oct. 1, 72	Mar. 31, 73	
109		"	"	667		697		Apr. 4, 72	Oct. 2, 72	
"		"	"	700		730		Oct. 3, 72	Mar. 31, 73	
110		8	"	594		624		Jan. 1, 71	May 31, 71	
113		7	"	693		730		Jul. 5, 71	Jul. 5, 72	
121		6	Hrly.	3.85	667	4.02	697	Apr. 1, 72	Sep. 29, 72	
"		"	"	4.04	700	4.21	730	Sep. 30, 72	Mar. 31, 73	
153		7	"			4.14	718	Feb. 24, 72	Nov. 24, 72	
182		8	Mthly.	657		697		Mar. 1, 72	Sep. 30, 72	
"		"	"	690		730		Oct. 1, 72	Mar. 31, 73	
193		5	"	494		593		Jan. 1, 71	Dec. 31, 71	
206		6	"	592		671		Jan. 4, 71	Dec. 31, 71	
212		"	"	637		702		Jan. 22, 72	Jan. 21, 73	

TABLE 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Electrician (cont'd)	212	6	Mthly.	\$ 680	\$	\$ 750	\$	Jan. 22, 73	Jan. 21, 74
	219	"	"	602		700		May 1, 71	Apr. 30, 72
	241	4	"	657		697		Mar. 1, 72	Sep. 30, 72
	"	"	"	690		730		Oct. 1, 72	Mar. 31, 73
	263	5	"			598		Jan. 1, 72	Dec. 31, 72
	"	"	"			646		Jan. 1, 73	Dec. 31, 73
	052	6	Wkly	135	584	154	666	Jan. 5, 72	Sep. 5, 72
	"	"	"	140	605	158	686	Sep. 6, 72	May 4, 73
	181	4	"			159	691	Sep. 15, 70	Sep. 14, 71
	059	5	Mthly	630		660		Jan. 1, 72	Jun. 30, 72
	"	"	"	655		685		Jul. 1, 72	Dec. 31, 72
Groundsman	002	3	"	436		469		Apr. 1, 72	Sep. 30, 72
	"	"	"	457		490		Oct. 1, 72	Mar. 31, 73
	051	4	Hrly.			3.02	523	Oct. 20, 71	Jul. 31, 72
	081	6	Mthly	436		469		Apr. 1, 72	Sep. 30, 72
	"	"	"	457		490		Oct. 1, 72	Mar. 31, 73
	086	4	"	410		440		Mar. 1, 72	Apr. 30, 73
	113	7	"	484		502		Jul. 5, 71	Jul. 5, 72
	121	6	Hrly	2.68	464	2.87	497	Apr. 1, 72	Sep. 29, 72
	"	"	"	2.80	485	2.99	518	Sep. 30, 72	Mar. 31, 73
	182	8	Mthly.	429		469		Mar. 1, 72	Sep. 30, 72
	"	"	"	450		490		Oct. 1, 72	Mar. 31, 73
	193	5	"	356		408		Jan. 1, 71	Dec. 31, 71
	263	"	"			478		Jan. 1, 72	Dec. 31, 72
	"	"	"			516		Jan. 1, 71	Dec. 31, 73
	052	6	Wkly	108	466	116	504	Jan. 5, 72	Sep. 5, 72
	"	"	"	112	487	121	525	Sep. 6, 72	May 4, 73
	021	2	Mthly	397		435		Aug. 1, 71	Mar. 31, 72
	001	3	"	417		457		Apr. 1, 72	Sep. 30, 72
	"	"	"	427		467		Oct. 1, 72	Mar. 31, 73
Handyman	109	6	"	451		484		Apr. 4, 72	Oct. 2, 72
	"	"	"	472		505		Oct. 3, 72	Mar. 31, 73
	110	8	"	460		490		Jan. 1, 71	May 31, 71
	181	4	Wkly.	109	474	115	498	Sep. 15, 70	Sep. 14, 71
	059	5	Mthly.	480		510		Jan. 1, 72	Jun. 30, 72
	"	"	"	500		530		Jul. 1, 72	Dec. 31, 72

TABLE 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.		
Handyman (cont'd)	128	4	Mthly	\$ 461	\$	\$ 491	\$	Mar. 1, 72	Aug. 31, 72
	"	"	"	487		517		Sep. 1, 72	Dec. 31, 72
Labourer	110	8	"	417		447		Jan. 1, 71	May 31, 71
	153	7	Hrly.			3.43	595	Feb. 24, 72	Nov. 24, 72
	206	6	Mthly	393		424		Jan. 4, 71	Dec. 31, 71
Maintenance Man	073	3	"	480		530		Jan. 1, 72	Oct. 31, 72
	"	"	"	490		540		Nov. 1, 72	Dec. 26, 72
	"	"	"	505		555		Dec. 27, 72	Oct. 30, 73
	"	"	"	515		565		Oct. 31, 73	Dec. 31, 73
	110	8	"	483		513		Jan. 1, 71	May 31, 71
	120	6	Hrly.			3.46	600	Jan. 1, 72	Dec. 31, 72
	182	8	Mthly	575		615		Mar. 1, 72	Sep. 30, 72
	"	"	"	604		644		Oct. 1, 72	Mar. 31, 73
	219	6	"	493		572		May 1, 71	Apr. 30, 72
	241	4	"	571		605		Mar. 1, 72	Sep. 30, 72
	"	"	"	599		633		Oct. 1, 72	Mar. 31, 73
	263	5	"			516		Jan. 1, 72	Dec. 31, 72
	"	"	"			557		Jan. 1, 73	Dec. 31, 73
	052	6	Wkly.	108	466	116	504	Jan. 5, 72	Sep. 5, 72
	"	"	"	112	487	121	525	Sep. 6, 72	May 4, 73
	181	4	"	138	596	144	626	Sep. 15, 70	Sep. 14, 71
	021	2	Mthly.	523		542		Aug. 1, 71	Mar. 31, 72
	001	3	Mthly.	501		541		Apr. 1, 72	Sep. 30, 72
	"	"	"	511		551		Oct. 1, 72	Mar. 31, 73
	043	2	"	589		615		Dec. 15, 71	Dec. 14, 72
Maintenance Man I	002	3	"	526		556		Apr. 1, 72	Sep. 30, 72
	"	"	"	553		583		Oct. 1, 72	Mar. 31, 73
	086	4	"	460		490		Mar. 1, 72	Apr. 30, 73
	215	5	Hrly	3.43	595	3.92	679	Apr. 1, 71	Mar. 31, 72
Maintenance Man II	002	3	Mthly.	436		469		Apr. 1, 72	Sep. 30, 72
	"	"	"	457		490		Oct. 1, 72	Mar. 31, 73
	086	4	"	430		460		Mar. 1, 72	Apr. 30, 73
	215	5	Hrly.	2.87	497	3.09	536	Apr. 1, 71	Mar. 31, 72

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Painter	002	3	Mthly.	\$ 548	\$	\$ 578	\$	Apr. 1, 72	Sep. 30, 72	
	"	"	"	587		617		Oct. 1, 72	Mar. 31, 73	
	051	4	Hrly.			3.16	548	Oct. 20, 71	Jul. 31, 72	
	071	5	Mthly.	559		589		Apr. 1, 72	Sep. 30, 72	
	"	"	"	587		617		Oct. 1, 72	Mar. 31, 73	
	081	6	"	559		589		Apr. 1, 72	Sep. 30, 72	
	"	"	"	587		617		Oct. 1, 72	Mar. 31, 73	
	109	"	"	559		589		Apr. 4, 72	Oct. 2, 72	
	"	"	"	587		617		Oct. 3, 72	Mar. 31, 73	
	110	8	"	479		509		Jan. 1, 71	May 31, 71	
	113	7	"	550		576		Jul. 5, 71	Jul. 5, 72	
	121	6	Hrly.	3.23	559	3.40	589	Apr. 1, 72	Sep. 29, 72	
	"	7	"	3.39	587	3.56	617	Sep. 30, 72	Mar. 31, 73	
	153	7	"			3.91	678	Feb. 24, 72	Nov. 24, 72	
	182	8	Mthly.	575		615		Mar. 1, 72	Sep. 30, 72	
	"	"	"	604		644		Oct. 1, 72	Mar. 31, 73	
	193	5	"	449		539		Jan. 1, 71	Dec. 31, 71	
	206	6	"	523		598		Jan. 4, 71	Dec. 31, 71	
	212	"	"	543		602		Jan. 22, 72	Jan. 21, 73	
	"	"	"	580		643		Jan. 22, 73	Jan. 21, 74	
	215	5	Hrly.	3.19	553	3.41	591	Apr. 1, 71	Mar. 31, 72	
	219	6	Mthly.	448		495		May 1, 71	Apr. 30, 72	
	241	4	"	657		697		Mar. 1, 72	Sep. 30, 72	
	"	"	"	690		730		Oct. 1, 72	Mar. 31, 73	
	263	5	"			544		Jan. 1, 72	Dec. 31, 72	
	"	"	"			588		Jan. 1, 73	Dec. 31, 73	
	052	6	Wkly.	1.20	522	1.28	556	Jan. 5, 72	Sep. 5, 72	
	"	"	"	1.25	543	1.33	577	Sep. 6, 72	Mar. 4, 73	
	128	4	Mthly.	530		560		Mar. 1, 72	Aug. 31, 72	
	"	"	"	556		586		Sep. 1, 72	Dec. 31, 72	
	Plumber	002	3	Mthly.	624		654		Apr. 1, 72	Sep. 30, 72
		"	"	"	655		685		Oct. 1, 72	Mar. 31, 73
071		5	"	624		654		Apr. 1, 72	Sep. 30, 72	
"		"	"	655		685		Oct. 1, 72	Mar. 31, 73	
081		6	"	624		654		Apr. 1, 72	Sep. 30, 72	
"		"	"	655		685		Oct. 1, 72	Mar. 31, 73	
109		"	"	624		654		Apr. 4, 72	Oct. 2, 72	
"		"	"	655		685		Oct. 3, 72	Mar. 31, 73	
110		8	"	561		591		Jan. 1, 71	May 31, 71	
113		7	"	693		730		Jul. 5, 71	Jul. 5, 72	
121		6	Hrly.	3.60	624	3.77	654	Apr. 1, 72	Sep. 29, 72	
"		"	"	3.78	655	3.95	685	Sep. 30, 72	Mar. 31, 73	
182		8	Mthly	657		697		Mar. 1, 72	Sep. 30, 72	

TABLE 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
Plumber (cont'd)	182	8	Mthly.	\$ 690	\$	\$ 730	\$	Oct. 1, 72	Mar. 31, 73	
	193	5	"	494		593		Jan. 1, 71	Dec. 31, 71	
	206	6	"	592		671		Jan. 4, 71	Dec. 31, 71	
	212	"	"	614		684		Jan. 22, 72	Jan. 21, 73	
	"	"	"	655		731		Jan. 22, 73	Jan. 21, 74	
	219	"	"	573		666		May 1, 71	Apr. 30, 72	
	241	4	"	657		697		Mar. 1, 72	Sep. 30, 72	
	"	"	"	690		730		Oct. 1, 72	Mar. 31, 73	
	263	5	"	-		598		Jan. 1, 72	Dec. 31, 72	
	"	"	"	-		646		Jan. 1, 73	Dec. 31, 73	
	052	6	Wkly.	135	584	152	657	Jan. 5, 72	Sep. 5, 72	
	"	"	"	140	605	158	686	Sep. 6, 72	May 4, 73	
	181	4	"	159	691	167	726	Sep. 15, 70	Sep. 14, 71	
	Stationary Engineer 2	014	8	"			185	800	Jan. 1, 72	Dec. 31, 72
		069	7	Hrly.			4.68	811	Jan. 1, 72	Jun. 30, 72
"		"	"			4.89	848	Jul. 1, 72	Apr. 7, 73	
097		3	Mthly.			815		Mar. 4, 72	Mar. 3, 73	
102		6	"			815		Jan. 1, 72	Dec. 31, 72	
111		8	"			800		Oct. 31, 71	Oct. 31, 72	
112		6	"			805		Jan. 1, 72	Dec. 31, 72	
114		7	Hrly.			4.73	820	Jan. 1, 72	Dec. 31, 72	
120		6	"			4.62	801	Jan. 1, 72	Dec. 31, 72	
122		"	"			4.70	815	Mar. 1, 72	Mar. 31, 73	
137		"	Mthly.			800		Jan. 1, 72	Dec. 31, 72	
152		"	"			800		Jan. 1, 72	Jul. 16, 72	
160		8	Hrly.			4.62	801	Jan. 1, 72	Dec. 31, 72	
053		6	Mthly.			815		Jan. 1, 72	Dec. 31, 72	
Stationary Engineer 3		029	3	"			710		Jul. 1, 71	Jun. 30, 72
	"	"	"			755		Jul. 1, 72	Jun. 30, 73	
	051	4	Hrly.			4.02	697	Jan. 1, 72	Jul. 31, 72	
	066	5	"			4.10	746	Jan. 1, 72	Dec. 31, 72	
	069	7	"			4.10	711	Jan. 1, 72	Jun. 30, 72	
	"	"	"			4.31	747	Jul. 1, 72	Apr. 7, 73	
	102	6	Mthly			720		Jan. 1, 72	Dec. 31, 72	
	111	8	"			720		Oct. 31, 71	Oct. 31, 72	
	112	6	"			681		Jul. 1, 71	Dec. 31, 71	
	114	7	Hrly.			4.30	745	Jan. 1, 72	Dec. 31, 72	
	120	6	"			4.15	719	Jan. 1, 72	Dec. 31, 72	
	122	"	"			4.15	719	Mar. 1, 72	Mar. 31, 73	
	137	"	Mthly.			700		Jan. 1, 72	Dec. 31, 72	
	157	5	Hrly.			4.15	719	Jan. 1, 72	Dec. 31, 72	
	160	8	"			4.15	719	Jan. 1, 72	Dec. 31, 72	

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd)	178	6	Mthly.	\$	\$	\$ 720	\$	Dec. 28, 71	Jan. 1, 73
	222	"	Hrly.			4.20	728	Jan. 1, 72	Dec. 31, 72
	236	5	Mthly.			700		Jan. 1, 72	Feb. 29, 72
	"	"	"			720		Mar. 1, 72	Dec. 31, 72
	266	3	Hrly.			4.25	737	Jan. 1, 72	Dec. 31, 72
	104	5	Mthly.			690		Aug. 12, 71	Aug. 12, 72
	167	4	Hrly.			4.20	728	Dec. 1, 71	Nov. 30, 72
	057	5	"			4.20	728	Jan. 1, 72	Dec. 31, 72
	060	"	"			3.89	675	Sep. 1, 71	Apr. 30, 72
	"	"	"			4.20	728	May 1, 72	Apr. 30, 73
	166	3	Mthly			728		Jan. 1, 72	Dec. 31, 72
	128	4	"	649		679		Mar. 1, 72	Aug. 31, 72
	"	"	"	685		715		Sep. 1, 72	Dec. 31, 72
Stationary Engineer 4	002	3	"	599		629		Apr. 1, 72	Sep. 30, 72
	"	"	"	629		659		Oct. 1, 72	Mar. 31, 73
	029	"	"			664		Jul. 1, 71	Jun. 30, 72
	"	"	"			709		Jul. 1, 72	Jun. 30, 73
	048	5	"			615		Apr. 1, 72	Mar. 31, 73
	051	4	Hrly.			3.68	638	Jan. 1, 72	Jul. 31, 72
	069	7	"			3.78	655	Jan. 1, 72	Jun. 30, 72
	"	"	"			3.95	685	Jul. 1, 72	Apr. 7, 73
	078	3	"			3.49	635	Jan. 1, 72	Dec. 31, 72
	086	4	Mthly.	599		629		Mar. 1, 72	Apr. 30, 73
	111	8	"			624		Oct. 31, 71	Oct. 31, 72
	112	6	"			607		Jul. 1, 71	Dec. 31, 71
	137	"	"			600		Jan. 1, 72	Dec. 31, 72
	160	8	Hrly.			3.55	615	Jan. 1, 72	Dec. 31, 72
	238	5	Mthly			625		Jan. 1, 72	Dec. 31, 72
	"	"	"			675		Jan. 1, 73	Dec. 31, 73
	104	"	"			623		Aug. 12, 71	Aug. 12, 72
	167	4	Hrly			3.76	652	Dec. 1, 71	Nov. 30, 72
	060	5	"			3.55	615	Sep. 1, 71	Apr. 30, 72
	"	"	"			3.85	667	May 1, 72	Apr. 30, 73
Stationary Engineer's Helper	014	8	Wkly			119	515	Jan. 1, 72	Dec. 31, 72

TABLE 3 (CONT'D) CENTRAL CONTRAIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agt. Rate	Mthly Equi.	Agt. Rate	Mthly Equi.	From	To
Stationary Engineer's Helper (cont'd)	069	7	Hrly.	\$	\$	\$ 3.64	\$ 631	Jan. 1, 72	Jun. 30, 72
	"	"	"			3.80	659	Jul. 1, 72	Apr. 7, 73
	111	8	Mthly.			535		Oct. 31, 71	Oct. 31, 72
	120	6	Hrly			3.08	534	Jan. 1, 72	Dec. 31, 72
	160	8	"			2.97	515	Jan. 1, 72	Dec. 31, 72
	104	5	Mthly.			513		Aug. 12, 71	Aug. 12, 72
<u>Nursing</u>									
Ambulance Driver-Attendant	059	5	Mthly	510		540		Jan. 1, 72	Jun. 30, 72
	"	"	"	535		565		Jul. 1, 72	Dec. 31, 72
	001	3	"	535		575		Jul. 1, 72	Aug. 31, 72
	"	"	"	556		596		Oct. 1, 72	Mar. 31, 73
	128	4	"	525		555		Mar. 1, 72	Aug. 31, 72
	"	"	"	555		585		Sep. 1, 72	Dec. 31, 72
	043	2	"	498		559		Dec. 15, 71	Dec. 14, 72
Assistant Head Nurse	201	5	"	647		757		Jan. 1, 72	Dec. 31, 72
	240	4	"	648		766		Jan. 1, 72	Dec. 31, 72
	"	"	"	688		806		Jan. 1, 73	Dec. 31, 73
	271	"	"	630		755		Jan. 1, 72	Jun. 30, 72
	"	"	"	640		765		Jul. 1, 72	Dec. 31, 72
	155	6	"	641		756		Jan. 5, 72	Dec. 31, 72
	044	5	"	650		765		Apr. 11, 72	Apr. 10, 73
	257	3	"	641		761		Jan. 1, 72	Dec. 31, 72
Graduate Nurse	070	7	"	534		647		Apr. 1, 72	Dec. 31, 72
	201	5	"	572		682		Jan. 1, 72	Dec. 31, 72
	240	4	"	575		675		Jan. 1, 72	Dec. 31, 72
	"	"	"	615		715		Jan. 1, 73	Dec. 31, 73
	271	"	"			545		Jan. 1, 72	Jun. 30, 72
	"	"	"			555		Jul. 1, 72	Dec. 31, 72
	155	6	"			562		Jan. 5, 72	Dec. 31, 72
	265	"	"	565		665		Apr. 26, 72	Jan. 25, 73
	044	5	"	565		680		Apr. 11, 72	Apr. 10, 73
	257	3	"	557		662		Jan. 1, 72	Dec. 31, 72

Occupation	Code	Number = of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Head Nurse	265	4	Mthly	\$ 680	\$	\$ 790	\$	Apr. 26, 72	Jan. 25, 73
	257	3	"	692		817		Jan. 1, 72	Dec. 31, 72
Nurse's Aide	002	3	"	362		401		Apr. 1, 72	Sep. 30, 72
	"	"	"	379		418		Oct. 1, 72	Mar. 31, 73
	190	5	Hrly.	1.96	341	2.13	371	May 1, 71	Dec. 31, 71
	215	"	"	2.11	366	2.37	411	Apr. 1, 71	Mar. 31, 72
	182	8	Mthly.	376		398		Mar. 1, 72	Sep. 30, 72
	"	"	"	393		415		Oct. 1, 72	Mar. 31, 73
	052	6	Wkly.	88	380	95	413	Jan. 5, 72	Sep. 5, 72
	"	"	"	92	400	100	433	Sep. 6, 72	May 4, 73
	181	4	"	90	390	98	426	Sep. 15, 70	Sep. 14, 71
	021	2	Mthly	353		378		Aug. 1, 71	Mar. 31, 72
	128	4	"	366		396		Mar. 1, 72	Aug. 31, 72
	"	"	"	385		415		Sep. 1, 72	Dec. 31, 72
	043	2	"	407		425		Dec. 15, 71	Dec. 14, 72
Registered Nurse	070	7	"	574		687		Apr. 1, 72	Dec. 31, 72
	201	5	"	610		720		Jan. 1, 72	Dec. 31, 72
	240	4	"	610		725		Jan. 1, 72	Dec. 31, 72
	"	"	"	650		765		Jan. 1, 72	Dec. 31, 73
	271	"	"	590		695		Jan. 1, 72	Jun. 30, 72
	"	"	"	600		705		Jul. 1, 72	Dec. 31, 72
	155	6	"	605		710		Jan. 5, 72	Dec. 31, 72
	265	4	"	610		720		Apr. 26, 72	Jan. 25, 73
	044	5	"	610		725		Apr. 11, 72	Apr. 10, 73
	257	3	"	605		715		Jan. 1, 72	Dec. 31, 72
Registered Nursing Assistant	073	3	Mthly.	445		495		Jan. 1, 72	Oct. 31, 72
	"	"	"	455		505		Nov. 1, 72	Dec. 26, 72
	"	"	"	470		520		Dec. 27, 72	Oct. 30, 73
	"	"	"	480		530		Oct. 31, 73	Dec. 31, 73
	070	7	"	464		534		Apr. 1, 72	Dec. 31, 72
	081	6	"	447		495		Apr. 1, 72	Sep. 30, 72
	"	"	"	472		520		Oct. 1, 72	Mar. 31, 73

TABLE 3 (CONT'D) CENTRAL ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant (cont'd)	086	4	Mthly.	\$ 455	\$	\$ 485	\$	Mar. 1, 72	Apr. 30, 73
	113	7	"	410		472		Jul. 5, 71	Jul. 5, 72
	182	8	"	450		495		Mar. 1, 72	Sep. 30, 72
	"	"	"	475		520		Oct. 1, 72	Mar. 31, 73
	190	5	Hrly.	2.41	419	2.66	463	May 1, 71	Dec. 31, 71
	193	"	Mthly.	413		461		Jan. 1, 71	Dec. 31, 71
	206	6	"	414		459		Jan. 4, 71	Dec. 31, 71
	212	"	"	444		500		Jan. 22, 72	Jan. 21, 73
	"	"	"	474		534		Jan. 22, 73	Jan. 21, 74
	215	5	Hrly.	2.37	411	2.65	459	Apr. 1, 71	Mar. 31, 72
	219	6	Mthly.	400		466		May 1, 71	Apr. 30, 72
	241	4	"	447		495		Mar. 1, 72	Sep. 30, 72
	"	"	"	472		520		Oct. 1, 72	Mar. 31, 73
	052	6	Wkly.	108	470	118	513	Jan. 5, 72	Sep. 5, 72
	"	"	"	114	496	125	543	Sep. 6, 72	May 4, 73
	181	4	"	101	438	109	474	Sep. 15, 70	Sep. 14, 71
	059	5	Mthly.	460		490		Jan. 1, 72	Jun. 30, 72
	"	"	"	480		510		Jul. 1, 72	Dec. 31, 72
	021	2	"	416		441		Aug. 1, 71	Mar. 31, 72
	001	3	"	455		495		Apr. 1, 72	Sep. 30, 72
	"	"	"	465		505		Oct. 1, 72	Mar. 31, 73
	128	4	"	448		496		Mar. 1, 72	Aug. 31, 72
	"	"	"	472		520		Sep. 1, 72	Dec. 31, 72
	043	2	"	446		490		Dec. 15, 71	Dec. 14, 72
<u>Nursing Education</u>									
Teacher	240	4	"	696		814		Jan. 1, 72	Dec. 31, 72
	"	"	"	736		854		Jan. 1, 73	Dec. 31, 73
	271	"	"	675		800		Jan. 1, 72	Jun. 3, 72
	"	"	"	685		810		Jul. 1, 72	Dec. 31, 72
	155	6	"	688		808		Jan. 5, 72	Dec. 31, 72
044	5	"	705		820		Apr. 11, 72	Apr. 10, 73	
Teaching Assistant	155	6	"	575		680		Sep. 2, 71	Dec. 31, 72

Table 4

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
<u>Clerical</u>										
Clerk I	032	8	Wkly.	\$ 94	\$ 408	\$ 99	\$ 429	May 1, 71	Apr. 30, 72	
	"	"	"	102	443	107	464	May 1, 72	Apr. 30, 73	
	036	4	Mthly.	374		403		Jan. 1, 72	Aug. 31, 72	
	"	"	"	392		419		Sep. 1, 72	Apr. 30, 73	
	"	"	"	415		440		May 1, 73	Dec. 31, 73	
Clerk II	032	8	Wkly.	101	439	106	460	May 1, 71	Apr. 30, 72	
	"	"	"	109	474	114	495	May 1, 72	Apr. 30, 73	
	036	4	Mthly.	426		479		Jan. 1, 72	Aug. 31, 72	
	"	"	"	441		492		Sep. 1, 72	Apr. 30, 73	
	"	"	"	460		510		May 1, 73	Dec. 31, 73	
Clerk III	032	8	Wkly.	106	458	110	478	May 1, 71	Apr. 30, 72	
	"	"	"	114	492	118	513	May 1, 72	Apr. 30, 73	
	036	4	Mthly.	545		611		Jan. 1, 72	Aug. 31, 72	
	"	"	"	570		628		Sep. 1, 72	Apr. 30, 73	
	"	"	"	600		650		May 1, 73	Dec. 31, 73	
Clerk IV	032	8	Wkly.	109	473	114	494	May 1, 71	Apr. 30, 72	
	"	"	"	117	508	122	529	May 1, 72	Apr. 30, 73	
Clerk VI	032	"	"	113	491	123	533	May 1, 71	Apr. 30, 72	
	"	"	"	121	526	131	568	May 1, 72	Apr. 30, 73	
Clerk VII	032	"	"	124	538	134	580	May 1, 71	Apr. 30, 72	
	"	"	"	132	573	142	614	May 1, 72	Apr. 30, 73	
Clerk Typist I	036	4	Mthly.	374		403		Jan. 1, 72	Aug. 31, 72	
	"	"	"	392		419		Sep. 1, 72	Apr. 30, 73	
	"	"	"	415		440		May 1, 73	Dec. 31, 73	

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Clerk Typist II	032	8	Wkly.	\$ 94	\$ 408	\$ 99	\$ 429	May 1, 71	Apr. 30, 72
"	"	"	"	102	443	107	464	May 1, 72	Apr. 30, 73
"	036	4	Mthly.	426		479		Jan. 1, 72	Aug. 31, 72
"	"	"	"	441		492		Sep. 1, 72	Apr. 30, 73
"	"	"	"	460		510		May 1, 73	Dec. 31, 73
Clerk Typist III	032	8	Wkly.	101	439	106	460	May 1, 71	Apr. 30, 72
"	"	"	"	109	474	114	495	May 1, 72	Apr. 30, 73
"	036	4	Mthly.	495		551		Jan. 1, 72	Aug. 31, 72
"	"	"	"	505		563		Sep. 1, 72	Apr. 30, 73
"	"	"	"	530		580		May 1, 73	Dec. 31, 73
Clerk Typist IV	032	8	Wkly.	106	458	110	478	May 1, 71	Apr. 30, 72
"	"	"	"	114	492	118	513	May 1, 72	Apr. 30, 73
Stenographer I	032	"	"	94	408	99	429	May 1, 71	Apr. 30, 72
"	"	"	"	102	443	107	464	May 1, 72	Apr. 30, 73
Stenographer II	032	"	"	101	439	106	460	May 1, 71	Apr. 30, 72
"	"	"	"	109	474	114	495	May 1, 72	Apr. 30, 73
Stenographer III	032	"	"	106	458	110	478	May 1, 71	Apr. 30, 72
"	"	"	"	114	492	118	513	May 1, 72	Apr. 30, 73
Switchboard or Telephone Operator	032	"	"	107	463	112	484	May 1, 71	Apr. 30, 72
"	"	"	"	115	497	120	518	May 1, 72	Apr. 30, 73
Switchboard or Telephone Operator I	036	4	Mthly.	374		403		Jan. 1, 72	Aug. 31, 72
"	"	"	"	392		419		Sep. 1, 72	Apr. 30, 73
"	"	"	"	415		440		May 1, 73	Dec. 31, 73
Switchboard or Telephone Operator II	036	"	"	426		479		Jan. 1, 72	Aug. 31, 72
"	"	"	"	441		492		Sep. 1, 72	Apr. 30, 73
"	"	"	"	460		510		May 1, 73	Dec. 31, 73
Switchboard or Telephone Operator III	036	"	"	495		551		Jan. 1, 72	Aug. 31, 72
"	"	"	"	505		563		Sep. 1, 72	Apr. 30, 73
"	"	"	"	530		580		May 1, 73	Dec. 31, 73

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Dietary									
Cook	032	8	Wkly.	\$ 117	\$ 507	\$ 122	\$ 528	May 1, 71	Apr. 30, 72
	"	"	"	125	542	130	562	May 1, 72	Apr. 30, 73
	090	7	"	121	524	125	542	Jul. 15, 71	Jul. 14, 72
	101	3	"	107	464	118	511	Oct. 14, 70	Dec. 31, 71
	149	5	"	122	527	127	548	Aug. 16, 71	Aug. 13, 72
	036	4	Mthly.	473		523		Jan. 1, 72	Aug. 31, 72
	"	"	"	504		554		Sep. 1, 72	Apr. 30, 73
	"	"	"	540		590		May 1, 73	Dec. 31, 73
	088	3	"	487		517		Mar. 1, 72	Aug. 31, 72
	"	"	"	505		535		Sep. 1, 72	Dec. 31, 72
	143	5	"	487		517		Mar. 1, 72	Aug. 31, 72
	"	"	"	505		535		Sep. 1, 72	Dec. 31, 72
	117	"	"	459		484		Jan. 1, 72	Jun. 30, 72
	"	"	"	481		506		Jul. 1, 72	Dec. 31, 72
	200	2	"	415		435		Jan. 1, 72	Aug. 31, 72
	"	"	"	455		475		Sep. 1, 72	Dec. 31, 72
Dishwasher	032	8	Wkly.	107	463	112	484	May 1, 71	Apr. 30, 72
	"	"	"	115	497	120	518	May 1, 72	Apr. 30, 73
	090	7	"	107	463	112	484	Jul. 15, 71	Jul. 14, 72
	149	5	"	105	453	110	475	Aug. 16, 71	Aug. 13, 72
	036	4	Mthly.	456		480		Jan. 1, 72	Aug. 31, 72
	"	"	"	485		508		Sep. 1, 72	Apr. 30, 73
	"	"	"	515		540		May 1, 73	Dec. 31, 73
	085	6	"	440		465		Mar. 1, 72	Aug. 31, 72
	"	"	"	466		491		Sep. 1, 72	Dec. 31, 72
	028	5	"	355		380		Mar. 1, 72	Aug. 31, 72
	"	"	"	377		402		Sep. 1, 72	Dec. 31, 72
	117	"	"	440		465		Jan. 1, 72	Jun. 30, 72
	"	"	"	466		491		Jul. 1, 72	Dec. 31, 72
Kitchen Helper (Female)	032	8	Wkly.	89	387	94	408	May 1, 71	Apr. 30, 72
	"	"	"	97	422	102	443	May 1, 72	Apr. 30, 73
	090	7	"	89	387	94	408	Jul. 15, 71	Jul. 14, 72
	101	3	"	89	385	99	429	Oct. 14, 70	Dec. 31, 71
	149	5	"	105	453	110	475	Aug. 16, 71	Aug. 13, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Feds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female) (cont'd)	036	4	Mthly.	\$ 360	\$	\$ 384	\$	Jan. 1, 72	Aug. 31, 72
"	"	"	"	380		405		Sep. 1, 72	Apr. 30, 73
"	"	"	"	405		430		May 1, 73	Dec. 31, 73
085	6	"	"	355		380		Mar. 1, 72	Aug. 31, 72
"	"	"	"	377		402		Sep. 1, 72	Dec. 31, 72
028	5	"	"	355		380		Mar. 1, 72	Aug. 31, 72
"	"	"	"	377		402		Sep. 1, 72	Dec. 31, 72
088	5	"	"	351		381		Mar. 1, 72	Aug. 31, 72
"	"	"	"	370		400		Sep. 1, 72	Dec. 31, 72
143	5	"	"	351		381		Mar. 1, 72	Aug. 31, 72
"	"	"	"	370		400		Sep. 1, 72	Dec. 31, 72
117	"	"	"	350		375		Jan. 1, 72	Jun. 30, 72
"	"	"	"	372		397		Jul. 1, 72	Dec. 31, 72
<u>Housekeeping</u>									
Laundry Helper (Female)	032	8	Wkly.	89	387	94	408	May 1, 71	Apr. 30, 72
"	"	"	"	97	422	102	443	May 1, 72	Apr. 30, 73
090	7	"	"	89	387	94	408	Jul. 15, 71	Jul. 14, 72
101	5	"	"	87	377	97	420	Oct. 14, 70	Dec. 31, 71
149	3	"	"	88	379	95	403	Aug. 16, 71	Aug. 13, 72
"	036	4	Mthly.	360	384	384		Jan. 1, 72	Aug. 31, 72
"	"	"	"	380	405	405		Sep. 1, 72	Apr. 30, 73
"	"	"	"	405	430	430		May 1, 73	Dec. 31, 73
085	6	"	"	350	375	375		Mar. 1, 72	Aug. 31, 72
"	"	"	"	372	397	397		Sep. 1, 72	Dec. 31, 72
028	5	"	"	350	375	375		Mar. 1, 72	Aug. 31, 72
"	"	"	"	372	397	397		Sep. 1, 72	Dec. 31, 72
088	5	"	"	351	381	381		Mar. 1, 72	Aug. 31, 72
"	"	"	"	370	400	400		Sep. 1, 72	Dec. 31, 72
143	5	"	"	351	381	381		Mar. 1, 72	Aug. 31, 72
"	"	"	"	370	400	400		Sep. 1, 72	Dec. 31, 72
117	"	"	"	350	375	375		Jan. 1, 72	Jun. 30, 72
"	"	"	"	372	397	397		Jul. 1, 72	Dec. 31, 72
<u>Maid</u>									
"	032	8	Wkly.	89	387	94	408	May 1, 71	Apr. 30, 72
"	"	"	"	97	422	102	443	May 1, 72	Apr. 30, 73
090	7	"	"	89	387	94	408	Jul. 15, 71	Jul. 14, 72
101	5	"	"	84	364	95	411	Oct. 14, 70	Dec. 31, 71
149	5	"	"	88	379	95	403	Aug. 16, 71	Aug. 13, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maid (cont'd)	036	4	Mthly.	\$ 360	\$	\$ 384	\$	Jan. 1, 72	Aug. 31, 72
	"	"	"	380		405		Sep. 1, 72	Apr. 30, 73
	"	"	"	405		430		May 1, 73	Dec. 31, 73
	085	6	"	350		375		Mar. 1, 72	Aug. 31, 72
	"	"	"	372		397		Sep. 1, 72	Dec. 31, 72
	028	5	"	350		375		Mar. 1, 72	Aug. 31, 72
	"	"	"	372		397		Sep. 1, 72	Dec. 31, 72
	088	3	"	351		381		Mar. 1, 72	Aug. 31, 72
	"	"	"	370		400		Sep. 1, 72	Dec. 31, 72
	143	5	"	351		381		Mar. 1, 72	Aug. 31, 72
	"	"	"	370		400		Sep. 1, 72	Dec. 31, 72
	117	"	"	350		375		Jan. 1, 72	Jun. 30, 72
	"	"	"	372		397		Jul. 1, 72	Dec. 31, 72
	200	2	"	338		358		Jan. 1, 72	Aug. 31, 72
	"	"	"	358		378		Sep. 1, 72	Dec. 31, 72
Orderly-Trained	032	8	Wkly.	113	491	118	512	May 1, 71	Apr. 30, 72
	"	"	"	121	526	126	547	May 1, 72	Apr. 30, 73
	090	7	"	113	491	118	512	Jul. 15, 71	Jul. 14, 72
	101	3	"	102	442	113	489	Oct. 14, 70	Dec. 31, 71
	149	5	"	111	481	116	503	Aug. 16, 71	Aug. 13, 72
	036	4	Mthly.	508		548		Jan. 1, 72	Aug. 31, 72
	"	"	"	519		552		Sep. 1, 72	Apr. 30, 73
	"	"	"	530		580		May 1, 73	Dec. 31, 73
	085	6	"	500		525		Mar. 1, 72	Aug. 31, 72
	"	"	"	525		550		Sep. 1, 72	Dec. 31, 72
	028	5	"	500		525		Mar. 1, 72	Aug. 31, 72
	"	"	"	525		550		Sep. 1, 72	Dec. 31, 72
	088	3	"	487		517		Mar. 1, 72	Aug. 31, 72
	"	"	"	510		540		Sep. 1, 72	Dec. 31, 72
	143	5	"	487		517		Mar. 1, 72	Aug. 31, 72
	"	"	"	510		540		Sep. 1, 72	Dec. 31, 72
	117	"	"	500		525		Jan. 1, 72	Jun. 30, 72
	"	"	"	525		550		Jul. 1, 72	Dec. 31, 72
	200	2	"	450		470		Jan. 1, 72	Aug. 31, 72
	"	"	"	487		507		Sep. 1, 72	Dec. 31, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Porter-Cleaner	032	8	Wkly.	\$ 105	\$ 455	\$ 110	\$ 476	May 1, 71	Apr. 30, 72	
	"	"	"	113	490	118	510	May 1, 72	Apr. 30, 73	
	090	7	"	105	455	110	476	Jul. 15, 71	Jul. 14, 72	
	101	3	"	98	424	109	472	Oct. 14, 70	Dec. 31, 71	
	149	5	"	105	453	110	475	Aug. 16, 71	Aug. 13, 72	
	036	4	Mthly.	456		480		Jan. 1, 72	Aug. 31, 72	
	"	"	"	485		508		Sep. 1, 72	Apr. 30, 73	
	"	"	"	515		540		May 1, 73	Dec. 31, 73	
	085	6	"	440		465		Mar. 1, 72	Aug. 31, 72	
	"	"	"	466		491		Sep. 1, 72	Dec. 31, 72	
	028	5	"	440		465		Mar. 1, 72	Aug. 31, 72	
	"	"	"	466		491		Sep. 1, 72	Dec. 31, 72	
	088	3	"	439		469		Mar. 1, 72	Aug. 31, 72	
	"	"	"	460		490		Sep. 1, 72	Dec. 31, 72	
	143	5	"	439		469		Mar. 1, 72	Aug. 31, 72	
	"	"	"	460		490		Sep. 1, 72	Dec. 31, 72	
	117	"	"	457		482		Jan. 1, 72	Jun. 30, 72	
	"	"	"	483		508		Jul. 1, 72	Dec. 31, 72	
	200	2	"	426		446		Jan. 1, 72	Aug. 31, 72	
	"	"	"	461		481		Sep. 1, 72	Dec. 31, 72	
	Seamstress	032	8	Wkly.	97	419	101	439	May 1, 71	Apr. 30, 72
		"	"	"	105	453	109	474	May 1, 72	Apr. 30, 73
		090	7	"	97	419	101	439	Jul. 15, 71	Jul. 14, 72
		101	3	"	91	394	102	442	Oct. 14, 70	Dec. 31, 71
149		5	"	96	414	101	436	Aug. 16, 71	Aug. 13, 72	
036		4	Mthly.	390		415		Jan. 1, 72	Aug. 31, 72	
"		"	"	410		435		Sep. 1, 72	Apr. 30, 73	
"		"	"	435		460		May 1, 73	Dec. 31, 73	
085		6	"	380		405		Mar. 1, 72	Aug. 31, 72	
"		"	"	404		429		Sep. 1, 72	Dec. 31, 72	
028		5	"	380		405		Mar. 1, 72	Aug. 31, 72	
"		"	"	404		429		Sep. 1, 72	Dec. 31, 72	
088		3	"	363		393		Mar. 1, 72	Aug. 31, 72	
"		"	"	385		415		Sep. 1, 72	Dec. 31, 72	
143		5	"	363		393		Mar. 1, 72	Aug. 31, 72	
"		"	"	385		415		Sep. 1, 72	Dec. 31, 72	
117		"	"	382		407		Jan. 1, 72	Jun. 30, 72	
"		"	"	404		429		Jul. 1, 72	Dec. 31, 72	

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Storeman	032	8	Wkly.	\$ 107	\$ 463	\$ 112	\$ 484	May 1, 71	Apr. 30, 72
	"	"	"	115	497	120	518	May 1, 72	Apr. 30, 73
	090	7	"	110	478	115	499	Jul. 15, 71	Jul. 14, 72
	101	3	"	107	463	116	502	Oct. 14, 70	Dec. 31, 71
	149	5	"	105	453	110	475	Aug. 16, 71	Aug. 13, 72
	036	4	Mthly.	570		620		Jan. 1, 72	Aug. 31, 72
	"	"	"	580		630		Sep. 1, 72	Apr. 30, 73
	"	"	"	590		640		May 1, 73	Dec. 31, 73
	028	5	"	465		490		Mar. 1, 72	Aug. 31, 72
	"	"	"	491		516		Sep. 1, 72	Dec. 31, 72
	088	3	"	484		514		Mar. 1, 72	Aug. 31, 72
	"	"	"	505		535		Sep. 1, 72	Dec. 31, 72
	143	5	"	484		514		Mar. 1, 72	Aug. 31, 72
	"	"	"	505		535		Sep. 1, 72	Dec. 31, 72
Washman	032	8	Wkly.	117	507	122	528	May 1, 71	Apr. 30, 72
	"	"	"	125	542	130	562	May 1, 72	Apr. 30, 73
	090	7	"	117	507	122	528	Jul. 15, 71	Jul. 14, 72
	101	3	"	107	463	116	502	Oct. 14, 70	Dec. 31, 71
	149	5	"	116	503	122	527	Aug. 16, 71	Aug. 13, 72
	036	4	Mthly.	508		548		Jan. 1, 72	Aug. 31, 72
	"	"	"	519		552		Sep. 1, 72	Apr. 30, 73
	"	"	"	530		580		May 1, 73	Dec. 31, 73
	085	6	"	470		495		Mar. 1, 72	Aug. 31, 72
	"	"	"	496		521		Sep. 1, 72	Dec. 31, 72
	028	5	"	470		495		Mar. 1, 72	Aug. 31, 72
	"	"	"	496		521		Sep. 1, 72	Dec. 31, 72
	088	3	"	484		514		Mar. 1, 72	Aug. 31, 72
	"	"	"	505		535		Sep. 1, 72	Dec. 31, 72
	143	5	"	484		514		Mar. 1, 72	Aug. 31, 72
	"	"	"	505		535		Sep. 1, 72	Dec. 31, 72
	117	"	"	470		495		Jan. 1, 72	Jun. 30, 72
	"	"	"	496		521		Jul. 1, 72	Dec. 31, 72
<u>Maintenance & Engineering</u>									
Carpenter	032	8	Wkly.	149	647	161	699	May 1, 71	Apr. 30, 72
	"	"	"	157	682	169	734	May 1, 72	Apr. 30, 73
	090	7	Hrly.	3.74	628	4.04	678	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly	137	594	142	615	Aug. 16, 71	Aug. 13, 72
	117	"	Mthly	616		641		Jan. 1, 72	Jun. 30, 72
"	"	"	662		687		Jul. 1, 72	Dec. 31, 72	

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Electrician	090	7	Hrly.	\$ 3.98	\$ 668	\$ 4.28	\$ 719	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly.	160	693	165	715	Aug. 16, 71	Aug. 13, 72
	036	4	Mthly.	700		731		Jan. 1, 72	Aug. 31, 72
	"	"	"	710		750		Sep. 1, 72	Apr. 30, 73
	"	"	"	720		770		May 1, 73	Dec. 31, 73
	117	5	"	664		689		Jan. 1, 72	Jun. 30, 72
	"	"	"	705		730		Jul. 1, 72	Dec. 31, 72
Groundsman	149	"	Wkly.	109	470	114	492	Aug. 16, 71	Aug. 13, 72
	036	4	Mthly.	456		480		Jan. 1, 72	Aug. 31, 72
	"	"	"	485		508		Sep. 1, 72	Apr. 30, 73
	"	"	"	515		540		May 1, 73	Dec. 31, 73
	117	5	"	470		495		Jan. 1, 72	Jun. 30, 72
	"	"	"	496		521		Jul. 1, 72	Dec. 31, 72
Handyman	032	8	Wkly.	121	523	125	543	May 1, 71	Apr. 30, 72
	"	"	"	129	557	133	578	May 1, 72	Apr. 30, 73
	036	4	Mthly.	508		548		Jan. 1, 72	Aug. 31, 72
	"	"	"	519		552		Sep. 1, 72	Apr. 30, 73
	"	"	"	530		580		May 1, 73	Dec. 31, 73
	028	5	"	465		490		Mar. 1, 72	Aug. 31, 72
	"	"	"	491		516		Sep. 1, 72	Dec. 31, 72
Labourer	036	4	"	456		480		Jan. 1, 72	Aug. 31, 72
	"	"	"	485		508		Sep. 1, 72	Apr. 30, 73
	"	"	"	515		540		May 1, 73	Dec. 31, 73
	028	5	"	440		465		Mar. 1, 72	Aug. 31, 72
	"	"	"	466		491		Sep. 1, 72	Dec. 31, 72
Maintenance Man	101	3	Wkly.	115	498	126	546	Oct. 14, 70	Dec. 31, 71
Maintenance Man I	009	8	Hrly.			4.38	759	May 22, 71	May 19, 72
	036	4	Mthly.	660		710		Jan. 1, 72	Aug. 31, 72
	"	"	"	670		720		Sep. 1, 72	Apr. 30, 73
	"	"	"	680		730		May 1, 73	Dec. 31, 73
	085	6	"	616		641		Mar. 1, 72	Aug. 31, 72
	"	"	"	662		687		Sep. 1, 72	Dec. 31, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maintenance Man I (cont'd)	088	3	Mthly.	\$ 614	\$	\$ 644	\$	Mar. 1, 72	Aug. 31, 72
	"	"	"	650		680		Sep. 1, 72	Dec. 31, 72
	200	2	"	590		610		Jan. 1, 72	Aug. 31, 72
	"	"	"	630		650		Sep. 1, 72	Dec. 31, 72
Maintenance Man II	009	8	Hrly.			3.88	673	May 22, 71	May 19, 72
	036	4	Mthly.	570		620		Jan. 1, 72	Aug. 31, 72
	"	"	"	580		630		Sep. 1, 72	Apr. 30, 73
	"	"	"	590		640		May 1, 73	Dec. 31, 73
	085	6	"	598		623		Mar. 1, 72	Aug. 31, 72
	"	"	"	632		657		Sep. 1, 72	Dec. 31, 72
	088	3	"	518		548		Mar. 1, 72	Aug. 31, 72
	"	"	"	545		575		Sep. 1, 72	Dec. 31, 72
	200	2	"	480		500		Jan. 1, 72	Aug. 31, 72
	"	"	"	520		540		Sep. 1, 72	Dec. 31, 72
Maintenance Man III	009	8	Hrly.			3.30	572	May 22, 71	May 19, 72
Painter	032	"	Wkly.	135	585	142	616	May 1, 71	Apr. 30, 72
	"	"	"	143	620	150	651	May 1, 72	Apr. 30, 73
	090	7	Hrly.	3.38	568	3.56	598	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly.	134	581	140	605	Aug. 16, 71	Aug. 13, 72
	088	3	Mthly.	553		583		Mar. 1, 72	Aug. 31, 72
	"	"	"	585		615		Sep. 1, 72	Dec. 31, 72
	143	5	"	553		583		Mar. 1, 72	Aug. 31, 72
	"	"	"	585		615		Sep. 1, 72	Dec. 31, 72
	117	"	"	616		641		Jan. 1, 72	Jun. 30, 72
	"	"	"	662		687		Jul. 1, 72	Dec. 31, 72
Plumber	090	7	Hrly.	3.98	668	4.28	719	Jul. 15, 71	Jul. 14, 72
	210	6	Mthly.			638		Dec. 1, 70	Nov. 30, 71
	117	5	"	664		689		Jan. 1, 72	Jun. 30, 72
	"	"	"	705		730		Jul. 1, 72	Dec. 31, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 2	009	8	Hrly.	\$ 4.21	\$ 707	\$ 4.50	\$ 780	May 22, 71	May 19, 72
	090	7	"			4.51	757	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly.			180	778	Aug. 16, 71	Aug. 13, 72
	210	6	Mthly.			710		Dec. 1, 70	Nov. 30, 71
Stationary Engineer 3	009	8	Hrly.	3.87	650	4.02	697	May 22, 71	May 19, 72
	090	7	"			4.07	683	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly.			153	663	Aug. 16, 71	Aug. 13, 72
	010	6	Mthly.			700		May 1, 71	Apr. 30, 72
	"	"	"			754		May 1, 72	Apr. 30, 73
	011	4	Hrly.			4.20	728	Jan. 1, 72	Apr. 30, 72
	"	"	"			4.35	754	May 1, 72	Dec. 31, 72
	"	"	"			4.55	789	Jan. 1, 73	Apr. 30, 73
	"	"	"			4.65	806	May 1, 73	Dec. 31, 73
	214	5	Mthly.			700		May 1, 71	Apr. 30, 72
	"	"	"			754		May 1, 72	Apr. 30, 73
	087	3	"			700		Nov. 3, 71	Aug. 1, 72
	"	"	"			754		Aug. 2, 72	Aug. 1, 73
	210	6	"			638		Dec. 1, 70	Nov. 30, 71
	118	5	"			700		Jan. 21, 72	Apr. 30, 72
	"	"	"			754		May 1, 72	Apr. 30, 73
	"	"	"			806		May 1, 73	Jan. 20, 74
Stationary Engineer 4	090	7	Hrly.	3.49	585	3.67	615	Jul. 15, 71	Jul. 14, 72
	149	5	Wkly.	134	581	140	605	Aug. 16, 71	Aug. 13, 72
	118	"	Mthly.			648		Jan. 21, 72	Apr. 30, 72
	"	"	"			702		May 1, 72	Apr. 30, 73
	"	"	"			754		May 1, 73	Jan. 20, 74
	017	2	"			570		Mar. 4, 72	Mar. 3, 73
Stationary Engineer's Helper	149	5	Wkly.	109	470	114	492	Aug. 16, 71	Aug. 13, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly. Equi.	Agrt. Rate	Mthly. Equi.	From	To
<u>Nursing</u>									
Ambulance Driver-Attendant	036	4	Mthly.	\$ 540	\$	\$ 590	\$	Jan. 1, 72	Aug. 31, 72
"	"	"	"	550		600		Sep. 1, 72	Apr. 30, 73
"	"	"	"	560		610		May 1, 73	Dec. 31, 73
"	200	2	"	450		470		Jan. 1, 72	Aug. 31, 72
"	"	"	"	487		507		Sep. 1, 72	Dec. 31, 72
Assistant Head Nurse	196	5	"	658		783		Apr. 1, 72	Dec. 31, 72
"	197	8	"	655		780		Jan. 1, 72	Dec. 31, 72
"	253	7	"	618		743		Jul. 1, 71	May 7, 72
"	"	"	"	658		783		May 8, 72	Mar. 10, 73
"	228	4	"	638		758		Jan. 1, 72	Dec. 31, 72
"	272	6	"	645		765		Jan. 1, 72	Dec. 31, 72
Graduate Nurse	196	5	"	573		673		Apr. 1, 72	Dec. 31, 72
"	197	8	"	570		670		Jan. 1, 72	Dec. 31, 72
"	253	7	"	533		633		Jul. 1, 71	May 7, 72
"	"	"	"	573		673		May 8, 72	Mar. 10, 73
"	228	4	"	565		665		Jan. 1, 72	Dec. 31, 72
"	272	6	"	560		660		Jan. 1, 72	Dec. 31, 72
Nurse's Aide	032	8	Wkly.	94	408	99	429	May 1, 71	Apr. 30, 72
"	"	"	"	102	443	107	464	May 1, 72	Apr. 30, 73
"	090	7	"	105	455	110	476	Jul. 15, 71	Jul. 14, 72
"	101	3	"	102	442	113	490	Oct. 14, 70	Dec. 31, 71
"	149	5	"	96	414	101	436	Aug. 16, 71	Aug. 13, 72
"	028	"	Mthly.	372		397		Mar. 1, 72	Aug. 31, 72
"	"	"	"	394		419		Sep. 1, 72	Dec. 31, 72
"	088	3	"	351		381		Mar. 1, 72	Aug. 31, 72
"	"	"	"	370		400		Sep. 1, 72	Dec. 31, 72
"	143	5	"	351		381		Mar. 1, 72	Aug. 31, 72
"	"	"	"	370		400		Sep. 1, 72	Dec. 31, 72
"	200	2	"	358		378		Jan. 1, 72	Aug. 31, 72
"	"	"	"	378		398		Sep. 1, 72	Dec. 31, 72

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nurse	196	5	Mthly.	\$ 610	\$	\$ 720	\$	Apr. 1, 72	Dec. 31, 72
	197	8	"	608		718		Jan. 1, 72	Dec. 31, 72
	253	7	"	570		680		Jul. 1, 71	May 7, 72
	"	"	"	610		720		May 8, 72	Mar. 10, 73
	228	4	"	600		710		Jan. 1, 72	Dec. 31, 72
	272	6	"	605		715		Jan. 1, 72	Dec. 31, 72
Registered Nursing Assistant	032	8	Wkly.	109	473	114	494	May 1, 71	Apr. 30, 72
	"	"	"	117	508	122	529	May 1, 72	Apr. 30, 73
	090	7	"	109	473	114	494	Jul. 15, 71	Jul. 14, 72
	101	3	"	109	472	121	524	Oct. 14, 70	Dec. 31, 71
	149	5	"	114	492	119	514	Aug. 16, 71	Aug. 13, 72
	036	4	Mthly.	508		548		Jan. 1, 72	Aug. 31, 72
	"	"	"	519		552		Sep. 1, 72	Apr. 30, 73
	"	"	"	530		580		May 1, 73	Dec. 31, 73
	085	6	"	456		507		Mar. 1, 72	Aug. 31, 72
	"	"	"	479		530		Sep. 1, 72	Dec. 31, 72
	028	5	"	475		500		Mar. 1, 72	Aug. 31, 72
	"	"	"	505		530		Sep. 1, 72	Dec. 31, 72
	088	3	"	441		486		Mar. 1, 72	Aug. 31, 72
	"	"	"	475		520		Sep. 1, 72	Dec. 31, 72
	143	5	"	441		486		Mar. 1, 72	Aug. 31, 72
	"	"	"	475		520		Sep. 1, 72	Dec. 31, 72
	117	"	"	475		500		Jan. 1, 72	Jun. 30, 72
	"	"	"	505		530		Jul. 1, 72	Dec. 31, 72
	200	2	"	447		467		Jan. 1, 72	Aug. 31, 72
	"	"	"	487		507		Sep. 1, 72	Dec. 31, 72
<u>Nursing Education</u>									
Teacher	196	5	"	712		837		Apr. 1, 72	Dec. 31, 72
	197	8	"	712		837		Jan. 1, 72	Dec. 31, 72
	272	6	"	695		820		Jan. 1, 72	Dec. 31, 72
<u>Technologists & Technicians</u>									
Laboratory Assistant I	032	8	Wkly.	89	387	94	408	May 1, 71	Apr. 30, 72
	"	"	"	97	422	102	443	May 1, 72	Apr. 30, 73

Table 4 (CONT'D) NIAGARA ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Laboratory Assistant II	032	8	Wkly.	\$ 109	\$ 473	\$ 114	\$ 494	May 1, 71	Apr. 30, 72
	"	"	"	117	508	122	529	May 1, 72	Apr. 30, 73
Laboratory Assistant III	032	"	"	113	491	118	512	May 1, 71	Apr. 30, 72
	"	"	"	121	526	126	547	May 1, 72	Apr. 30, 73
Technician Assistant	032	"	"		419		439	May 1, 71	Apr. 30, 72
	"	"	"	105	453	109	474	May 1, 72	Apr. 30, 73
Technician	032	"	"	117	507	122	528	May 1, 71	Apr. 30, 72
	"	"	"	125	542	130	562	May 1, 72	Apr. 30, 73
Technologist I	032	"	"	128	554	139	601	May 1, 71	Apr. 30, 72
	"	"	"	136	588	147	635	May 1, 72	Apr. 30, 73
Technologist II	032	"	"	138	598	152	660	May 1, 71	Apr. 30, 72
	"	"	"	146	633	160	695	May 1, 72	Apr. 30, 73
Technologist III	032	"	"	150	650	167	723	May 1, 71	Apr. 30, 72
	"	"	"	158	685	175	757	May 1, 72	Apr. 30, 73

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.		
<u>Dietary</u>									
Cook	124	3	Hrly.	\$ 2.49	\$ 414	\$ 2.83	\$ 470	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.60	432	2.94	488	Jul. 23, 72	Mar. 21, 73
	135	"	"	2.82	489	3.03	525	Jan. 1, 72	Oct. 1, 72
	"	"	"	3.10	537	3.30	572	Oct. 2, 72	Jun. 3, 73
	"	"	"	3.20	555	3.40	589	Jun. 4, 73	Dec. 31, 73
	139	8	Mthly.	548		583		Jan. 1, 72	Jul. 15, 72
	126	4	Hrly.	2.64	458	2.84	492	Aug. 30, 71	May 7, 72
	"	"	"	2.85	494	3.00	520	May 8, 72	Dec. 31, 72
	144	5	"	2.30	399	2.40	416	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.40	416	2.50	434	Jun. 26, 72	Dec. 31, 72
	183	4	"	2.14	371	2.40	416	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.24	388	2.50	434	Jul. 1, 72	Dec. 31, 72
	237	2	Mthly.	380		425		Jan. 1, 71	Dec. 31, 71
Dishwasher	135	3	Hrly.	2.47	428	2.55	442	Jan. 1, 72	Oct. 1, 72
	144	5	"	2.30	399	2.40	416	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.45	425	2.55	442	Jun. 26, 72	Dec. 31, 72
Kitchen Helper (Female)	124	3	"	2.07	344	2.35	390	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.18	362	2.46	409	Jul. 23, 72	Mar. 21, 73
	135	"	"	2.26	392	2.35	407	Jan. 1, 72	Oct. 1, 72
	"	"	"	2.40	416	2.50	433	Oct. 2, 72	Jun. 3, 73
	"	"	"	2.50	433	2.60	451	Jun. 4, 73	Dec. 31, 73
	139	8	Mthly.	390		405		Jan. 1, 72	Jul. 15, 72
	126	4	Hrly.	1.99	345	2.09	363	Aug. 30, 71	May 7, 72
	"	"	"	2.10	364	2.25	390	May 8, 72	Dec. 31, 72
	144	5	"	2.00	347	2.10	364	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.10	364	2.20	381	Jun. 26, 72	Dec. 31, 72
	183	4	"	1.82	316	2.08	361	Jan. 1, 72	Jun. 30, 72
	"	"	"	1.99	345	2.25	390	Jul. 1, 72	Dec. 31, 72
	237	2	Mthly.	295		340		Jan. 1, 71	Dec. 31, 71
	242	3	"	320		365		Jan. 1, 72	Dec. 31, 72

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Housekeeping</u>									
Laundry Helper (Female)	124	3	Hrly.	\$ 2.07	\$ 344	\$ 2.35	\$ 390	Jan. 23, 72	Jul. 22, 72
"	"	"	"	2.18	362	2.46	409	Jul. 23, 72	Mar. 21, 73
"	139	8	Mthly.	390		405		Jan. 1, 72	Jul. 15, 72
"	126	4	Hrly.	2.09	362	2.19	371	Aug. 30, 71	May 7, 72
"	"	"	"	2.20	381	2.35	399	May 8, 72	Dec. 31, 72
"	144	5	"	2.00	347	2.10	364	Oct. 4, 71	Jun. 25, 72
"	"	"	"	2.10	364	2.20	381	Jun. 26, 72	Dec. 31, 72
"	237	2	Mthly.	295		340		Jan. 1, 71	Dec. 31, 71
"	242	3	"	320		365		Jan. 1, 72	Dec. 31, 72
<u>Maid</u>									
"	124	3	Hrly.	2.07	344	2.35	390	Jan. 23, 72	Jul. 22, 72
"	"	"	"	2.18	362	2.46	409	Jul. 23, 72	Mar. 21, 73
"	139	8	Mthly.	390		405		Jan. 1, 72	Jul. 15, 72
"	126	4	Hrly.	1.99	345	2.09	363	Aug. 30, 71	May 7, 72
"	"	"	"	2.10	364	2.25	390	May 8, 72	Dec. 31, 72
"	144	5	"	2.00	347	2.10	364	Oct. 4, 71	Jun. 25, 72
"	"	"	"	2.10	364	2.20	381	Jun. 26, 72	Dec. 31, 72
"	183	4	"	1.82	316	2.08	361	Jan. 1, 72	Jun. 30, 72
"	"	"	"	1.99	345	2.25	390	Jul. 1, 72	Dec. 31, 72
"	237	2	Mthly.	295		340		Jan. 1, 71	Dec. 31, 71
"	242	3	"	320		365		Jan. 1, 72	Dec. 31, 72
<u>Orderly - Trained</u>									
"	124	3	Hrly.	2.83	470	3.14	522	Jan. 23, 72	Jul. 22, 72
"	"	"	"	2.94	488	3.25	540	Jul. 23, 72	Mar. 21, 73
"	135	"	"	2.59	449	2.76	478	Jan. 1, 72	Oct. 1, 72
"	139	8	Mthly.	485		505		Jan. 1, 72	Jul. 15, 72
"	126	4	Hrly.	2.54	440	2.69	467	Aug. 30, 71	May 7, 72
"	"	"	"	2.70	468	2.85	494	May 8, 72	Dec. 31, 72
"	144	5	"	2.60	451	2.75	477	Oct. 4, 71	Jun. 25, 72
"	"	"	"	2.75	477	2.90	503	Jun. 26, 72	Dec. 31, 72
"	183	4	Hrly.	2.71	470	2.97	515	Jan. 1, 72	Jun. 30, 72
"	"	"	"	2.84	492	3.10	537	Jul. 1, 72	Dec. 31, 72
"	237	2	Mthly.	395		440		Jan. 1, 71	Dec. 31, 71
"	242	3	"	430		475		Jan. 1, 72	Dec. 31, 72

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Porter-Cleaner	124	3	Hrly.	\$ 2.38	\$ 395	\$ 2.70	\$ 448	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.49	413	2.81	467	Jul. 23, 72	Mar. 21, 73
	135	"	"	2.58	447	2.69	466	Jan. 1, 72	Oct. 1, 72
	"	"	"	2.80	485	2.90	503	Oct. 2, 72	Jun. 3, 73
	"	"	"	2.95	511	3.05	529	Jun. 4, 73	Dec. 31, 73
	139	8	Mthly.	459		478		Jan. 1, 72	Jul. 15, 72
	126	4	Hrly.	2.49	431	2.59	449	Aug. 30, 71	May 7, 72
	"	"	"	2.60	451	2.75	477	May 8, 72	Dec. 31, 72
	144	5	"	2.35	408	2.45	425	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.50	434	2.60	451	Jun. 26, 72	Dec. 31, 72
	183	4	"	2.33	404	2.59	449	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.54	440	2.80	486	Jul. 1, 72	Dec. 31, 72
	237	2	Mthly.	350		395		Jan. 1, 71	Dec. 31, 71
	242	3	"	380		425		Jan. 1, 72	Dec. 31, 72
Seamstress	124	3	Hrly.	2.11	350	2.41	400	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.22	369	2.52	419	Jul. 23, 72	Mar. 21, 73
	135	"	"	2.45	425	2.55	442	Oct. 2, 72	Jun. 3, 73
	"	"	"	2.55	442	2.65	459	Jun. 4, 73	Dec. 31, 73
	139	8	Mthly.	390		405		Jan. 1, 72	Jul. 15, 72
	144	5	Hrly.	2.00	347	2.10	364	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.10	364	2.20	381	Jun. 26, 72	Dec. 31, 72
	183	4	"	2.08	361	2.34	406	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.14	371	2.40	416	Jul. 1, 72	Dec. 31, 72
242	3	Mthly.	363		383		Jan. 1, 72	Dec. 31, 72	
Storeman	124	3	Hrly.	2.55	424	2.86	475	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.66	442	2.97	493	Jul. 23, 72	Mar. 21, 73
	135	"	"	2.57	445	2.68	465	Jan. 1, 72	Oct. 1, 72
	135	3	"	2.85	494	2.95	511	Oct. 2, 72	Jun. 3, 73
	"	"	"	3.00	520	3.10	537	Jun. 4, 73	Dec. 31, 73
	139	8	Mthly.	467		486		Jan. 1, 72	Jul. 15, 72
	126	4	Hrly.	2.54	440	2.69	467	Aug. 30, 71	May 7, 72
	"	"	"	2.70	468	2.85	494	May 8, 72	Dec. 31, 72
	144	5	"	2.40	416	2.50	434	Oct. 4, 71	Jun. 25, 72
"	"	"	2.55	442	2.65	460	Jun. 26, 72	Dec. 31, 72	

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Storeman (cont'd)	183	4	Hrly.	\$ 2.38	\$ 413	\$ 2.64	\$ 458	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.59	449	2.85	494	Jul. 1, 72	Dec. 31, 72
	242	3	Mthly.	420		465		Jan. 1, 72	Dec. 31, 72
Washman	124	3	Hrly.	2.55	424	2.86	475	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.66	442	2.97	493	Jul. 23, 72	Mar. 21, 73
	135	3	"	2.80	485	2.90	503	Oct. 2, 72	Jun. 3, 73
	"	"	"	2.95	511	3.05	529	Jun. 4, 73	Dec. 31, 73
	139	8	Mthly.	467		486		Jan. 1, 72	Jul. 15, 72
	126	4	Hrly.	2.54	440	2.69	467	Aug. 30, 71	May 7, 72
	"	"	"	2.70	468	2.85	494	May 8, 72	Dec. 31, 72
	144	5	"	2.45	425	2.55	442	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.60	451	2.70	468	Jun. 26, 72	Dec. 31, 72
	183	4	"	2.38	413	2.64	458	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.59	449	2.85	494	Jul. 1, 72	Dec. 31, 72
<u>Maintenance & Engineering</u>									
Carpenter	135	3	"	3.50	607	3.90	676	Oct. 2, 72	Jun. 3, 73
	"	"	"	3.65	633	4.05	702	Jun. 4, 73	Dec. 31, 73
	139	8	Mthly.	572		641		Jan. 1, 72	Jul. 15, 72
	144	5	Hrly.	3.20	555	3.40	589	Oct. 4, 71	Jun. 25, 72
Electrician	"	"	"	3.40	589	3.60	624	Jun. 26, 72	Dec. 31, 72
	135	3	"	4.10	711	4.50	780	Oct. 2, 72	Jun. 3, 73
	"	"	"	4.25	737	4.65	806	Jun. 4, 73	Dec. 31, 73
	139	8	Mthly.	680		749		Jan. 1, 72	Jul. 15, 72
	144	5	Hrly.	3.70	641	3.85	667	Oct. 4, 71	Jun. 25, 72
Groundsman	"	"	"	3.90	676	4.05	702	Jun. 26, 72	Dec. 31, 72
	144	5	"	2.80	486	2.90	503	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.95	511	3.05	529	Jun. 26, 72	Dec. 31, 72
	237	2	Mthly.	350		395		Jan. 1, 71	Dec. 31, 71

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maintenance Man	124	3	Hrly.	\$ 3.14	\$ 522	\$ 3.35	\$ 556	Jan. 23, 72	Jul. 22, 72
"	"	"	"	3.25	540	3.46	575	Jul. 23, 72	Mar. 21, 73
"	135	"	"	2.66	461	2.88	499	Jan. 1, 72	Oct. 1, 72
"	"	"	"	2.85	494	2.95	511	Oct. 2, 72	Jun. 3, 73
"	"	"	"	3.00	520	3.10	537	Jun. 4, 73	Dec. 31, 73
"	144	5	"	3.10	538	3.30	572	Oct. 4, 71	Jun. 25, 72
"	"	"	"	3.30	572	3.50	607	Jun. 26, 72	Dec. 31, 72
Maintenance Man I	139	8	Mthly.	615		684		Jan. 1, 72	Jul. 15, 72
"	126	4	Hrly.	3.69	640	3.74	648	Aug. 30, 71	May 7, 72
"	"	"	"	3.75	650	3.90	676	May 8, 72	Dec. 31, 72
"	183	4	"	3.64	631	3.90	676	Jan. 1, 72	Jun. 30, 72
"	"	"	"	3.79	657	4.05	702	Jul. 1, 72	Dec. 31, 72
"	242	3	Mthly.	430		475		Jan. 1, 72	Dec. 31, 72
Maintenance Man II	139	8	"	515		584		Jan. 1, 72	Jul. 15, 72
"	126	4	Hrly.	2.74	475	3.04	527	Aug. 30, 71	May 7, 72
"	"	"	"	3.05	529	3.20	555	May 8, 72	Dec. 31, 72
"	183	4	"	2.99	518	3.25	563	Jan. 1, 72	Jun. 30, 72
"	"	"	"	3.09	536	3.35	581	Jul. 1, 72	Dec. 31, 72
"	242	3	Mthly.	385		430		Jan. 1, 72	Dec. 31, 72
Maintenance Man III	139	8	"	481		528		Jan. 1, 72	Jul. 15, 72
"	183	4	Hrly.	2.55	442	2.81	487	Jan. 1, 72	Jun. 30, 72
"	"	"	"	2.76	478	3.02	523	Jul. 1, 72	Dec. 31, 72
Painter	135	3	"	3.05	529	3.45	598	Oct. 2, 72	Jun. 3, 73
"	"	"	"	3.20	555	3.60	624	Jun. 4, 73	Dec. 31, 73
"	139	8	Mthly.	496		565		Jan. 1, 72	Jul. 15, 72
"	126	4	Hrly.	3.29	570	3.34	579	Aug. 30, 71	May 7, 72
"	"	"	"	3.35	581	3.50	607	May 8, 72	Dec. 31, 72
Plumber	135	3	"	4.10	711	4.50	780	Oct. 2, 72	Jun. 3, 73
"	"	"	"	4.25	737	4.65	806	Jun. 4, 73	Dec. 31, 73
"	139	8	Mthly.	680		749		Jan. 1, 72	Jul. 15, 72

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Plumber (cont'd)	144	5	Hrly.	\$ 3.70	\$ 641	\$ 3.85	\$ 667	Oct. 4, 71	Jun. 25, 72
	"	"	"	3.90	676	4.05	702	Jun. 26, 72	Dec. 31, 72
Stationary Engineer 2	139	8	Mthly.			752		Jan. 1, 72	Jul. 15, 72
Stationary Engineer 3	124	3	Hrly.	3.62	601	3.83	636	Jan. 23, 72	Jul. 22, 72
	"	"	"	3.73	619	3.94	654	Jul. 23, 72	Mar. 21, 73
	139	8	Mthly.			674		Jan. 1, 72	Jul. 15, 72
	127	4	Hrly.			4.00	693	Jan. 1, 72	Dec. 31, 72
	144	5	"	3.70	641	3.85	667	Oct. 4, 71	Jun. 25, 72
	"	"	"	3.90	676	4.05	702	Jun. 26, 72	Dec. 31, 72
	183	4	"	3.54	614	3.80	659	Jan. 1, 72	Jun. 30, 72
	"	"	"	3.69	640	3.95	685	Jul. 1, 72	Dec. 31, 72
	224	3	Mthly.			621		Sep. 1, 71	Aug. 31, 72
	"	"	"			658		Sep. 1, 72	Aug. 31, 73
Stationary Engineer 4	124	3	Hrly.	3.14	522	3.35	556	Jan. 23, 72	Jul. 22, 72
	"	"	"	3.25	540	3.46	575	Jul. 23, 72	Mar. 21, 73
	139	8	Mthly.			573		Jan. 1, 72	Jul. 15, 72
	183	4	Hrly.	2.94	510	3.20	555	Jan. 1, 72	Jun. 30, 72
	"	"	"	3.04	527	3.30	572	Jul. 1, 72	Dec. 31, 72
	003	2	"			3.50	607	Jul. 1, 71	Dec. 31, 72
	224	3	Mthly.			573		Sep. 1, 71	Aug. 31, 72
	"	"	"			607		Sep. 1, 72	Aug. 31, 73
Stationary Engineer's Helper	139	8	"	490		537		Jan. 1, 72	Jul. 15, 72
<u>Nursing</u>									
Ambulance Driver Attendant	144	5	Hrly.	2.45	510	2.75	572	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.65	551	2.90	603	Jun. 26, 72	Dec. 31, 72
	237	2	Mthly.	455		500		Jan. 1, 71	Dec. 31, 71
	242	3	"	479		524		Jan. 1, 72	Dec. 31, 72

Table 5 (CONT'D) LAKE ERIE ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Assistant Head Nurse	216	8	Mthly.	\$ 603	\$	\$ 728	\$	Jul. 1, 71	Dec. 31, 71
Graduate Nurse	216	8	"	527		632		Jul. 1, 71	Dec. 31, 71
Nurse's Aide	135	3	Hrly.	2.30	399	2.44	423	Jan. 1, 72	Oct. 1, 72
	237	2	Mthly.	338		358		Jan. 1, 71	Dec. 31, 71
Registered Nurse	216	8	"	565		670		Jul. 1, 71	Dec. 31, 71
Registered Nursing Assistant	124	3	Hrly.	2.49	414	2.79	463	Jan. 23, 72	Jul. 22, 72
	"	"	"	2.60	432	2.90	481	Jul. 23, 72	Mar. 21, 73
	135	"	"	2.59	449	2.76	478	Jan. 1, 72	Oct. 1, 72
	"	"	"	3.00	520	3.10	537	Oct. 2, 72	Jun. 3, 73
	"	"	"	3.10	537	3.20	555	Jun. 4, 73	Dec. 31, 73
	126	4	"	2.61	452	2.69	467	Aug. 30, 71	May 7, 72
	"	"	"	2.70	468	2.85	494	May 8, 72	Dec. 31, 72
	144	5	"	2.43	421	2.58	448	Oct. 4, 71	Jun. 25, 72
	"	"	"	2.58	448	2.73	473	Jun. 26, 72	Dec. 31, 72
	183	4	"	2.38	413	2.64	458	Jan. 1, 72	Jun. 30, 72
	"	"	"	2.49	432	2.75	477	Jul. 1, 72	Dec. 31, 72
	237	2	Mthly.	400		445		Jan. 1, 71	Dec. 31, 71
	242	3	"	430		475		Jan. 1, 72	Dec. 31, 72
<u>Technologists & Technicians</u>									
Technician	268	8	"	415		507		Jul. 19, 71	Jul. 18, 72
Technologist I	268	8	"	540		640		Jul. 19, 71	Jul. 18, 72
Technologist II	268	8	"	615		715		Jul. 19, 71	Jul. 18, 72

Table 6

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	080	5	Biwkly.	\$ 134	\$ 290	\$ 163	\$ 353	Jun. 1, 70	May 31, 71
Clerk II	080	5	"	140	303	171	370	Jun. 1, 70	May 31, 71
Clerk III	080	5	"	148	321	179	388	Jun. 1, 70	May 31, 71
Clerk IV	080	5	"	155	336	188	407	Jun. 1, 70	May 31, 71
Clerk V	080	5	"	163	353	197	427	Jun. 1, 70	May 31, 71
Clerk VI	080	5	"	171	370	207	448	Jun. 1, 70	May 31, 71
Clerk Typist I	080	5	"	140	303	171	370	Jun. 1, 70	May 31, 71
Clerk Typist II	080	5	"	148	321	179	388	Jun. 1, 70	May 31, 71
Medical Stenographer	080	5	"	155	336	188	407	Jun. 1, 70	May 31, 71
Receptionist I	080	5	"	140	303	171	370	Jun. 1, 70	May 31, 71
Receptionist II	080	5	"	148	321	179	388	Jun. 1, 70	May 31, 71
Switchboard or Telephone Operator	080	5	"	155	336	188	407	Jun. 1, 70	May 31, 71
<u>Dietary</u>									
Cook	016	5	Mthly.	503		554		Jun. 1, 71	May 31, 72
	019	4	"	448		501		Jun. 1, 71	May 31, 72
	042	5	"	448		501		Jun. 1, 71	May 31, 72
	074	"	"	431		484		Jun. 1, 71	May 31, 72
	125	4	"	508		552		Jun. 1, 71	May 31, 72
	079	5	Hrly.			2.44	423	Jan. 1, 72	Aug. 31, 72
	"	"	"			2.54	440	Sep. 1, 72	Dec. 31, 72

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Cook (cont'd)	173	5	Mthly.	\$ 487	\$	\$ 567	\$	Feb. 7, 72	Aug. 31, 72	
	"	"	"	507		587		Sep. 1, 72	Mar. 31, 73	
	"	"	"	527		607		Apr. 1, 73	Aug. 31, 73	
	"	"	"	547		627		Sep. 1, 73	Dec. 31, 73	
	184	3	"	404		454		May 15, 72	Aug. 31, 72	
	"	"	"	421		471		Sep. 1, 72	Mar. 31, 73	
	"	"	"	438		488		Apr. 1, 73	Aug. 31, 73	
	"	"	"	455		505		Sep. 1, 73	Dec. 31, 73	
	Dishwasher	074	5	"	330		375		Mar. 15, 72	May 31, 72
		173	"	"	404		450		Feb. 7, 72	Aug. 31, 72
"		"	"	424		470		Sep. 1, 72	Mar. 31, 73	
"		"	"	444		490		Apr. 1, 73	Aug. 31, 73	
"		"	"	464		510		Sep. 1, 73	Dec. 31, 73	
Kitchen Helper (Female)	016	5	"	304		374		Mar. 1, 72	May 31, 72	
	019	4	"	330		375		Mar. 15, 72	May 31, 72	
	042	5	"	330		375		Mar. 15, 72	May 31, 72	
	074	"	"	330		375		Mar. 15, 72	May 31, 72	
	125	4	"	330		375		Mar. 15, 72	May 31, 72	
	079	5	Hrly.			2.10	364	Jan. 1, 72	Aug. 31, 72	
	"	"	"			2.23	387	Sep. 1, 72	Dec. 31, 72	
	173	5	Mthly.	326		362		Feb. 7, 72	Aug. 31, 72	
	"	"	"	346		382		Sep. 1, 72	Mar. 31, 73	
	"	"	"	366		402		Apr. 1, 73	Aug. 31, 73	
	"	"	"	387		423		Sep. 1, 73	Dec. 31, 73	
	184	3	"	335		365		May 15, 72	Aug. 31, 72	
	"	"	"	353		383		Sep. 1, 72	Mar. 31, 73	
	"	"	"	370		400		Apr. 1, 73	Aug. 31, 73	
	"	"	"	388		418		Sep. 1, 73	Dec. 31, 73	
	<u>Housekeeping</u>									
Laundry Helper (Female)	016	5	"	315		378		Mar. 1, 72	May 31, 72	
	042	"	"	330		375		Mar. 15, 72	May 31, 72	
	074	"	"	330		375		Mar. 15, 72	May 31, 72	
	079	5	Hrly.			2.10	364	Jan. 1, 72	Aug. 31, 72	
	"	"	"			2.23	387	Sep. 1, 72	Dec. 31, 72	

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Laundry Helper (Female) - (cont'd)	173	5	Mthly.	\$ 326	\$	\$ 362	\$	Feb. 7, 72	Aug. 31, 72	
	"	"	"	346		382		Sep. 1, 72	Mar. 31, 73	
	"	"	"	366		402		Apr. 1, 73	Aug. 31, 73	
	"	"	"	387		423		Sep. 1, 73	Dec. 31, 73	
	187	3	"	305		341		May 1, 71	Dec. 31, 71	
	184	3	"	335		365		May 15, 72	Aug. 31, 72	
	"	"	"	353		383		Sep. 1, 72	Mar. 31, 73	
	"	"	"	370		400		Apr. 1, 73	Aug. 31, 73	
	"	"	"	388		418		Sep. 1, 73	Dec. 31, 73	
	040	3	"	312		342		Mar. 1, 72	Oct. 31, 72	
	"	"	"	336		366		Nov. 1, 72	Mar. 31, 73	
	"	"	"	360		390		Apr. 1, 73	Jun. 30, 73	
	Maid	016	5	"	304		374		Mar. 1, 72	May 31, 72
		019	4	"	330		375		Mar. 15, 72	May 31, 72
		042	5	"	330		375		Mar. 15, 72	May 31, 72
074		"	"	330		375		Mar. 15, 72	May 31, 72	
125		4	"	330		375		Mar. 15, 72	May 31, 72	
079		5	Hrly.			2.10	364	Jan. 1, 72	Aug. 31, 72	
"		"	"			2.23	387	Sep. 1, 72	Dec. 31, 72	
173		5	Mthly.	326		362		Feb. 7, 72	Aug. 31, 72	
"		"	"	346		382		Sep. 1, 72	Mar. 31, 73	
"		"	"	366		402		Apr. 1, 73	Aug. 31, 73	
"		"	"	387		423		Sep. 1, 73	Dec. 31, 73	
187		3	"	305		341		May 1, 71	Dec. 31, 71	
040		3	"	312		342		Mar. 1, 72	Oct. 31, 72	
"		"	"	336		366		Nov. 1, 72	Mar. 31, 73	
"		"	"	360		390		Apr. 1, 73	Jun. 30, 73	
Orderly - Trained	016	5	"	472		554		Jun. 1, 71	May 31, 72	
	019	4	"	480		553		Jun. 1, 71	May 31, 72	
	042	5	"	487		553		Jun. 1, 71	May 31, 72	
	074	"	"	487		553		Jun. 1, 71	May 31, 72	
	125	4	"	487		553		Jun. 1, 71	May 31, 72	
	079	5	Hrly.			2.81	487	Jan. 1, 72	Aug. 31, 72	
	"	"	"			3.00	520	Sep. 1, 72	Dec. 31, 72	
	173	5	Mthly.	458		508		Feb. 7, 72	Aug. 31, 72	
	"	"	"	477		527		Sep. 1, 72	Mar. 31, 73	
	"	"	"	496		546		Apr. 1, 73	Aug. 31, 73	
	"	"	"	515		565		Sep. 1, 73	Dec. 31, 73	
	187	3	"	439		489		May 1, 71	Dec. 31, 71	

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Seamstress (cont'd)	184	3	Mthly.	\$ 342	\$	\$ 372	\$	May 15, 72	Aug. 31, 72
	"	"	"	363		393		Sep. 1, 72	Mar. 31, 73
	"	"	"	384		414		Apr. 1, 73	Aug. 31, 73
	"	"	"	405		435		Sep. 1, 73	Dec. 31, 73
Storeman	019	4	"	467		530		Jun. 1, 71	May 31, 72
	042	5	"	469		554		Jun. 1, 71	May 31, 72
	074	"	"	475		530		Jun. 1, 71	May 31, 72
	125	4	"	451		509		Jun. 1, 71	May 31, 72
	079	5	Hrly.			2.82	489	Jan. 1, 72	Aug. 31, 72
	"	"	"			2.93	508	Sep. 1, 72	Dec. 31, 72
	184	3	Mthly.	414		454		May 15, 72	Aug. 31, 72
	"	"	"	433		473		Sep. 1, 72	Mar. 31, 73
	"	"	"	452		492		Apr. 1, 73	Aug. 31, 73
	"	"	"	470		510		Sep. 1, 73	Dec. 31, 73
Washman	016	5	"	517		554		Jun. 1, 71	May 31, 72
	042	"	"	487		553		Jun. 1, 71	May 31, 72
	074	"	"	487		553		Jun. 1, 71	May 31, 72
	173	5	"	404		450		Feb. 7, 72	Aug. 31, 72
	"	"	"	424		470		Sep. 1, 72	Mar. 31, 73
	"	"	"	444		490		Apr. 1, 73	Aug. 31, 73
	"	"	"	464		510		Sep. 1, 73	Dec. 31, 73
<u>Maintenance & Engineering</u>									
Carpenter	016	5	Mthly.	506		620		Mar. 1, 72	May 31, 72
	019	4	"			620		Mar. 15, 72	May 31, 72
	074	5	"	556		620		Mar. 15, 72	May 31, 72
	179	"	Hrly.			3.99	692	Nov. 1, 71	Apr. 30, 72
	"	"	"			4.15	719	May 1, 72	Oct. 31, 72
	"	"	"			4.46	773	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.64	804	May 1, 73	Oct. 31, 73
	173	5	Mthly.	513		590		Feb. 7, 72	Aug. 31, 72
	"	"	"	538		615		Sep. 1, 72	Mar. 31, 73
	"	"	"	563		640		Apr. 1, 73	Aug. 31, 73
	"	"	"	588		665		Sep. 1, 73	Dec. 31, 73
	187	3	"	443		489		May 1, 71	Dec. 31, 71
Electrician	173	5	"	513		590		Feb. 7, 72	Aug. 31, 72
	"	"	"	538		615		Sep. 1, 72	Mar. 31, 73
	"	"	"	583		640		Apr. 1, 73	Aug. 31, 73
	"	"	"	588		665		Sep. 1, 73	Dec. 31, 73

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Groundsman	019	4	Mthly.	\$ 433	\$	\$ 508	\$	Jun. 1, 71	May 31, 72
	042	5	"	440		508		Jun. 1, 71	May 31, 72
	074	"	"	429		508		Jun. 1, 71	May 31, 72
	187	3	"	428		474		May 1, 71	Dec. 31, 71
Maintenance Man	019	4	"			620		Mar. 15, 72	May 31, 72
	074	5	"	556		620		Mar. 15, 72	May 31, 72
	125	4	"	538		620		Mar. 15, 72	May 31, 72
	079	5	Hrly.			3.88	673	Jan. 1, 72	Aug. 31, 72
	"	"	"			4.00	693	Sep. 1, 72	Dec. 31, 72
	173	5	Mthly.	485		554		Feb. 7, 72	Aug. 31, 72
	"	"	"	510		579		Sep. 1, 72	Mar. 31, 73
	"	"	"	535		604		Apr. 1, 73	Aug. 31, 73
	"	"	"	560		629		Sep. 1, 73	Dec. 31, 73
	040	3	"	450		475		Mar. 1, 72	Oct. 31, 72
	"	"	"	480		505		Nov. 1, 72	Mar. 31, 73
	"	"	"	515		540		Apr. 1, 73	Jun. 30, 73
Painter	016	5	"	470		620		Mar. 1, 72	May 31, 72
	019	4	"			620		Mar. 15, 72	May 31, 72
	074	5	"	556		620		Mar. 15, 72	May 31, 72
	179	"	Hrly.			3.68	638	Nov. 1, 71	Apr. 30, 72
	"	"	"			3.83	664	May 1, 72	Oct. 31, 72
	"	"	"			4.02	697	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.18	725	May 1, 73	Oct. 31, 73
	173	5	Mthly.	513		590		Feb. 7, 72	Aug. 31, 72
	"	"	"	538		615		Sep. 1, 72	Mar. 31, 73
	"	"	"	563		640		Apr. 1, 73	Aug. 31, 73
	"	"	"	588		665		Sep. 1, 73	Dec. 31, 73
	187	3	"	443		489		May 1, 71	Dec. 31, 71
	184	3	"	458		508		May 15, 72	Aug. 31, 72
	"	"	"	477		527		Sep. 1, 72	Mar. 31, 73
	"	"	"	496		546		Apr. 1, 73	Aug. 31, 73
	"	"	"	514		564		Sep. 1, 73	Dec. 31, 73
Stationary Engineer 3	075	5	Hrly.			4.20	728	Nov. 1, 71	Apr. 30, 72
	"	"	"			4.37	757	May 1, 72	Oct. 31, 72
	"	"	"			4.59	796	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.75	823	May 1, 73	Oct. 31, 73

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 3 (cont'd)	172	5	Hrly.	\$	\$	\$ 4.20	\$ 728	Nov. 1, 71	Apr. 30, 72
	"	"	"			4.37	757	May 1, 72	Oct. 31, 72
	"	"	"			4.59	796	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.75	823	May 1, 73	Oct. 31, 73
	179	"	"			4.20	728	Nov. 1, 71	Apr. 30, 72
	"	"	"			4.37	757	May 1, 72	Oct. 31, 72
	"	"	"			4.59	796	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.75	823	May 1, 73	Oct. 31, 73
	180	4	"			4.20	728	Nov. 1, 71	Apr. 30, 72
	"	"	"			4.37	757	May 1, 72	Oct. 31, 72
	"	"	"			4.59	796	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.75	823	May 1, 73	Oct. 31, 73
	079	5	"			3.88	673	Jan. 1, 72	Aug. 31, 72
	"	"	"			4.00	693	Sep. 1, 72	Dec. 31, 72
	008	5	"			4.00	693	Dec. 31, 71	May 31, 72
	"	5	"			4.10	711	Jun. 1, 72	Dec. 31, 72
	012	3	"			3.95	685	Dec. 31, 71	Jun. 30, 72
	"	"	"			4.10	711	Jul. 1, 72	Dec. 31, 72
	234	6	Mthly.			693		Jan. 1, 72	Dec. 31, 72
	"	"	"			737		Jan. 1, 73	Apr. 30, 73
Stationary Engineer 4	075	5	Hrly.			3.84	666	Nov. 1, 71	Apr. 30, 72
	"	"	"			3.99	692	May 1, 72	Oct. 31, 72
	"	"	"			4.19	726	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.36	756	May 1, 73	Oct. 31, 73
	172	"	"			3.84	666	Nov. 1, 71	Apr. 30, 72
	"	"	"			3.99	692	May 1, 72	Oct. 31, 72
	"	"	"			4.19	726	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.36	756	May 1, 73	Oct. 31, 73
	179	"	"			3.84	666	Nov. 1, 71	Apr. 30, 72
	"	"	"			3.99	692	May 1, 72	Oct. 31, 72
	"	"	"			4.19	726	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.36	756	May 1, 73	Oct. 31, 73
	180	4	"			3.84	666	Nov. 1, 71	Apr. 30, 72
	"	"	"			3.99	692	May 1, 72	Oct. 31, 72
	"	"	"			4.19	726	Nov. 1, 72	Apr. 30, 73
	"	"	"			4.36	756	May 1, 73	Oct. 31, 73
	040	3	Mthly.	535		560		Mar. 1, 72	Oct. 31, 72
	"	"	"	565		590		Nov. 1, 72	Mar. 31, 73
	"	"	"	600		625		Apr. 1, 73	Jun. 30, 73
Stationary Engineer's Helper	172	5	Hrly.			3.26	565	Nov. 1, 71	Apr. 30, 72
	"	"	"			3.39	588	May 1, 72	Oct. 31, 72
	"	"	"			3.56	617	Nov. 1, 72	Apr. 30, 73
	"	"	"			3.70	641	May 1, 73	Oct. 31, 73

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer's Helper (cont'd)	179	5	Hrly.	\$	\$	\$ 3.26	\$ 565	Nov. 29, 71	Apr. 30, 72
	"	"	"			3.39	588	May 1, 72	Oct. 31, 72
	"	"	"			3.56	617	Nov. 1, 72	Apr. 30, 73
	"	"	"			3.70	641	May 1, 73	Oct. 31, 73
	180	4	"			3.26	565	Nov. 1, 71	Apr. 30, 72
	"	"	"			3.39	588	May 1, 72	Oct. 31, 72
	"	"	"			3.56	617	Nov. 1, 72	Apr. 30, 73
	"	"	"			3.70	641	May 1, 73	Oct. 31, 73
<u>Nursing</u>									
Assistant Head Nurse	033	5	Mthly.	640		750		Jan. 1, 72	Dec. 31, 72
	162	4	"	613		723		Jun. 1, 71	Dec. 31, 71
	267	"	"	605		710		Jan. 1, 71	Dec. 31, 71
	058	3	"	610		724		Jan. 1, 71	Dec. 31, 71
Graduate Nurse	033	5	"	570		680		Jan. 1, 72	Dec. 31, 72
	162	4	"	530		630		Jun. 1, 71	Dec. 31, 71
	267	"	"	535		640		Jan. 1, 71	Dec. 31, 71
	058	3	"	525		565		Jan. 1, 71	Dec. 31, 71
Head Nurse	162	4	"	669		789		Jun. 1, 71	Dec. 31, 71
	267	"	"	650		770		Jan. 1, 71	Dec. 31, 71
Nurse's Aide	016	5	"	333		392		Jun. 1, 71	May 31, 72
	019	4	"	340		392		Jun. 1, 71	May 31, 72
	042	5	"	340		392		Jun. 1, 71	May 31, 72
	074	"	"	340		392		Jun. 1, 71	May 31, 72
	173	5	"	348		392		Feb. 7, 72	Aug. 31, 72
	"	"	"	367		411		Sep. 1, 72	Mar. 31, 73
	"	"	"	386		430		Apr. 1, 73	Aug. 31, 73
	"	"	"	405		449		Sep. 1, 73	Dec. 31, 73
	187	3	"	329		373		May 1, 71	Dec. 31, 71
	184	3	"	347		397		May 15, 72	Aug. 31, 72
	"	"	"	363		413		Sep. 1, 72	Mar. 31, 73
	"	"	"	379		429		Apr. 1, 73	Aug. 31, 73
	"	"	"	395		445		Sep. 1, 73	Dec. 31, 73
Registered Nurse	033	5	"	605		715		Jan. 1, 72	Dec. 31, 72
	162	4	"	578		688		Jun. 1, 71	Dec. 31, 71
	267	"	"	570		675		Jan. 1, 71	Dec. 31, 71

Table 6 (CONT'D) LAKE ST. CLAIR ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nurse (cont'd)	058	3	Mthly.	\$ 565	\$	\$ 672	\$	Jan. 1, 71	Dec. 31, 71
Registered Nursing Assistant	016	5	"	398		487		Mar. 1, 72	May 31, 72
	074	"	"	453		487		Mar. 15, 72	May 31, 72
	125	4	"	423		487		Mar. 15, 72	May 31, 72
	207	5	"	453		487		Feb. 15, 72	Apr. 30, 72
	213	4	"	453		487		Feb. 15, 72	Apr. 30, 72
	079	5	Hrly.			2.64	458	Jan. 1, 72	Aug. 31, 72
	"	"	"			2.83	491	Sep. 1, 72	Dec. 31, 72
	173	5	Mthly.	409		454		Feb. 7, 72	Aug. 31, 72
	"	"	"	433		478		Sep. 1, 72	Mar. 31, 73
	"	"	"	457		502		Apr. 1, 73	Aug. 31, 73
	"	"	"	480		525		Sep. 1, 73	Dec. 31, 73
	187	3	"	390		430		May 1, 71	Dec. 31, 71
	184	3	"	398		448		May 15, 72	Aug. 31, 72
	"	"	"	420		470		Sep. 1, 72	Mar. 31, 73
	"	"	"	441		491		Apr. 1, 73	Aug. 31, 73
	"	"	"	463		513		Sep. 1, 73	Dec. 31, 73
	040	3	"	407		432		Mar. 1, 72	Oct. 31, 72
	"	"	"	435		460		Nov. 1, 72	Mar. 31, 73
	"	"	"	465		490		Apr. 1, 73	Jun. 30, 73
<u>Nursing Education</u>									
Teacher	033	5	"	685		795		Jan. 1, 72	Dec. 31, 72

Table 7

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	269	5	Mthly.	\$ 332	\$	\$ 396	\$	Jan. 1, 72	Jun. 30, 72
	"	"	"	348		412		Jul. 1, 72	Dec. 31, 72
Clerk II	269	5	"	349		417		Jan. 1, 72	Jun. 30, 72
	"	"	"	365		433		Jul. 1, 72	Dec. 31, 72
Clerk III	269	5	"	364		432		Jan. 1, 72	Jun. 30, 72
	"	"	"	380		448		Jul. 1, 72	Dec. 31, 72
Clerk-Typist	269	5	"	332		396		Jan. 1, 72	Jun. 30, 72
	"	"	"	348		412		Jul. 1, 72	Dec. 31, 72
Stenographer	269	5	"	349		417		Jan. 1, 72	Jun. 30, 72
	"	"	"	365		433		Jul. 1, 72	Dec. 31, 72
Switchboard or Telephone Operator	269	5	"	332		396		Jan. 1, 72	Jun. 30, 72
	"	"	"	348		412		Jul. 1, 72	Dec. 31, 72
<u>Dietary</u>									
Cook	205	5	Biwkly.	201	435	218	473	Jan. 1, 72	Jun. 30, 72
	"	"	"	209	452	226	491	Jul. 1, 72	Dec. 31, 72
	027	3	Mthly.	482		506		Jan. 3, 72	Dec. 31, 72
	"	"	"	517		541		Jan. 1, 73	Dec. 31, 73
	175	5	Wkly.	111	482	117	506	Jan. 1, 72	Jan. 5, 73
	"	"	"	119	517	125	541	Jan. 6, 73	Dec. 31, 73
	103	4	Mthly.	470		515		Mar. 1, 72	Aug. 31, 72
	"	"	"	495		540		Sep. 1, 72	Dec. 31, 72
	106	5	Hrly.	2.41	418	2.73	473	Jan. 3, 72	Jul. 1, 72
	"	"	"	2.53	439	2.85	494	Jul. 2, 72	Dec. 31, 72
	"	"	"	2.66	461	2.98	517	Jan. 1, 73	Jul. 1, 73
	"	"	"	2.78	482	3.10	537	Jul. 2, 73	Dec. 31, 73
	096	2	Mthly	354		409		Jan. 1, 72	Dec. 31, 72
	220	1	"	334		374		Feb. 1, 72	Jan. 31, 73

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maid	159	3	Mthly.	\$ 340	\$	\$ 375	\$	Jan. 1, 72	Jun. 30, 72
	"	"	"	350		385		Jul. 1, 72	Dec. 31, 72
	205	5	Biwkly.	157	340	175	380	Jan. 1, 72	Jun. 30, 72
	"	"	"	165	357	183	397	Jul. 1, 72	Dec. 31, 72
	027	3	Mthly.	369		398		Jan. 3, 72	Dec. 31, 72
	"	"	"	400		428		Jan. 1, 73	Dec. 31, 73
	175	5	Wkly.	85	369	92	398	Jan. 1, 72	Jan. 5, 73
	"	"	"	92	400	99	428	Jan. 6, 73	Dec. 31, 73
	103	4	Mthly.	347		377		Mar. 1, 72	Aug. 31, 72
	"	"	"	367		397		Sep. 1, 72	Dec. 31, 72
	096	2	"	321		354		Jan. 1, 72	Dec. 31, 72
	220	1	"	302		322		Feb. 1, 72	Jan. 31, 73
Orderly - Trained	159	3	"	450		485		Jan. 1, 72	Jun. 30, 72
	"	"	"	460		495		Jul. 1, 72	Dec. 31, 72
	205	5	Biwkly.	208	451	231	501	Jan. 1, 72	Jun. 30, 72
	"	"	"	216	468	239	518	Jul. 1, 72	Dec. 31, 72
	027	3	Mthly.	483		509		Jan. 3, 72	Dec. 31, 72
	"	"	"	518		542		Jan. 1, 73	Dec. 31, 73
	175	5	Wkly.	111	482	117	508	Jan. 1, 72	Sep. 1, 72
	"	"	"	114	495	120	521	Sep. 2, 72	Mar. 16, 73
	"	"	"	120	518	125	542	Mar. 17, 73	Dec. 31, 73
	103	4	Mthly.	470		515		Mar. 1, 72	Aug. 31, 72
	"	"	"	495		540		Sep. 1, 72	Dec. 31, 72
	106	5	Hrly.	2.55	442	2.70	468	Jan. 3, 72	Jul. 1, 72
	"	"	"	2.67	463	2.82	489	Jul. 2, 72	Dec. 31, 72
	"	"	"	2.80	485	2.95	511	Jan. 1, 73	Jul. 1, 73
	"	"	"	2.92	506	3.07	532	Jul. 2, 73	Dec. 31, 73
220	1	Mthly.	446		475		Feb. 1, 72	Jan. 31, 73	
Porter-Cleaner	159	3	"	405		440		Jan. 1, 72	Jun. 30, 72
	"	"	"	415		450		Jul. 1, 72	Dec. 31, 72
	205	5	Biwkly.	186	404	204	442	Jan. 1, 72	Jun. 30, 72
	"	"	"	194	421	212	459	Jul. 1, 72	Dec. 21, 72
	027	3	Mthly.	450		471		Jan. 3, 72	Dec. 31, 72
	"	"	"	480		502		Jan. 1, 73	Dec. 31, 73
	175	5	Wkly.	104	450	109	471	Jan. 1, 72	Jan. 5, 73
"	"	"	111	480	116	502	Jan. 6, 73	Dec. 31, 73	

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Porter-Cleaner (Cont'd)	103	4	Mthly.	\$ 430	\$	\$ 465	\$	Mar. 1, 72	Aug. 31, 72
	"	"	"	455		490		Sep. 1, 72	Dec. 31, 72
	096	2	"	414		452		Jan. 1, 72	Dec. 31, 72
	220	1	"	348		369		Feb. 1, 72	Jan. 31, 73
Seamstress	027	3	"	382		411		Jan. 3, 72	Dec. 31, 72
	"	"	"	413		441		Jan. 1, 73	Dec. 31, 73
	175	5	Wkly.	88	382	95	411	Jan. 1, 72	Jan. 5, 73
	"	"	"	95	414	102	441	Jan. 6, 73	Dec. 31, 73
	103	4	Mthly.	365		395		Mar. 1, 72	Aug. 31, 72
	"	"	"	385		415		Sep. 1, 72	Dec. 31, 72
	106	5	Hrly.	2.01	348	2.20	381	Jan. 3, 72	Jul. 1, 72
	"	"	"	2.13	369	2.32	402	Jul. 2, 72	Dec. 31, 72
	"	"	"	2.26	392	2.45	425	Jan. 1, 73	Jul. 1, 73
	"	"	"	2.38	413	2.57	445	Jul. 2, 73	Dec. 31, 73
Storeman	205	5	Biwkly.	246	532	262	569	Jan. 1, 72	Jun. 30, 72
	"	"	"	254	549	270	586	Jul. 1, 72	Dec. 31, 72
	103	4	Mthly.	510		555		Mar. 1, 72	Aug. 31, 72
	"	"	"	535		580		Sep. 1, 72	Dec. 31, 72
	106	5	Hrly.	2.40	416	2.59	449	Jan. 3, 72	Jul. 1, 72
	"	"	"	2.52	437	2.71	470	Jul. 2, 72	Dec. 31, 72
	"	"	"	2.65	459	2.84	492	Jan. 1, 73	Jul. 1, 73
	"	"	"	2.77	480	2.96	513	Jul. 2, 73	Dec. 31, 73
Washman	205	5	Biwkly.	193	418	210	454	Jan. 1, 72	Jun. 30, 72
	"	"	"	201	435	218	471	Jul. 1, 72	Dec. 31, 72
	175	"	Wkly.	117	506	122	530	Jan. 1, 72	Jan. 5, 73
	"	"	"	124	538	130	562	Jan. 6, 73	Dec. 31, 73
	106	"	Hrly.	2.63	456	2.83	491	Jan. 3, 72	Jul. 1, 72
	"	"	"	2.75	477	2.95	511	Jul. 2, 72	Dec. 31, 72
	"	"	"	2.88	499	3.08	534	Jan. 1, 73	Jul. 1, 73
	"	"	"	3.00	520	3.20	555	Jul. 2, 73	Dec. 31, 73
	096	2	Mthly.	338		392		Jan. 1, 72	Dec. 31, 72
<u>Maintenance & Engineering</u>									
Carpenter	205	5	Biwkly.	262	567	282	612	Jan. 1, 72	Jun. 30, 72
	"	"	"	270	584	290	629	Jul. 1, 72	Dec. 31, 72

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Carpenter (Cont'd)	027	3	Hrly.	\$ 590	\$	\$ 653	\$	Jan. 3, 72	Dec. 31, 72
	"	"	"	623		686		Jan. 1, 73	Dec. 31, 73
	175	5	Wkly.	144	625	158	686	Jan. 1, 72	Jan. 5, 73
	"	"	"	153	662	167	723	Jan. 6, 73	Dec. 31, 73
Electrician	027	3	Mthly.	684		751		Jan. 3, 72	Dec. 31, 72
	"	"	"	718		785		Jan. 1, 73	Dec. 31, 73
	175	5	Wkly.	158	684	173	751	Jan. 1, 72	Jan. 5, 73
	"	"	"	166	718	181	785	Jan. 6, 73	Dec. 31, 73
Groundsman	159	3	Mthly.	460		495		Jan. 1, 72	Jun. 30, 72
	"	"	"	470		505		Jul. 1, 72	Dec. 31, 72
	027	"	"	450		471		Jan. 3, 72	Dec. 31, 72
	"	"	"	480		502		Jan. 1, 73	Dec. 31, 73
	175	5	Wkly.	104	450	109	471	Jan. 1, 72	Jan. 5, 73
	"	"	"	111	480	116	502	Jan. 6, 73	Dec. 31, 73
	103	4	Mthly.	430		465		Mar. 1, 72	Aug. 31, 72
	"	"	"	455		490		Sep. 1, 72	Dec. 31, 72
	106	5	Hrly.	2.63	456	2.83	491	Jan. 3, 72	Jul. 1, 72
	"	"	"	2.75	477	2.95	511	Jul. 2, 72	Dec. 31, 72
	"	"	"	2.88	499	3.08	534	Jan. 1, 73	Jul. 1, 73
	"	"	"	3.00	520	3.20	555	Jul. 2, 73	Dec. 31, 73
Handyman	175	5	Wkly.	128	554	142	616	Jan. 1, 72	Jan. 5, 73
	"	"	"	134	580	148	642	Jan. 6, 73	Dec. 31, 73
Maintenance Man	027	3	Mthly.	489		517		Jan. 3, 72	Dec. 31, 72
	"	"	"	523		551		Jan. 1, 73	Dec. 31, 73
	106	5	Hrly.	3.23	560	3.54	614	Jan. 3, 72	Jul. 1, 72
	"	"	"	3.35	581	3.66	634	Jul. 2, 72	Dec. 31, 72
	"	"	"	3.48	603	3.79	657	Jan. 1, 73	Jul. 1, 73
	"	"	"	3.60	624	3.91	678	Jul. 2, 73	Dec. 31, 73
Maintenance Man I	205	5	Biwkly.	297	643	323	700	Jan. 1, 72	Jun. 30, 72
	"	"	"	305	660	331	718	Jul. 1, 72	Dec. 31, 72
	103	4	Mthly.	575		630		Mar. 1, 72	Aug. 31, 72
	"	"	"	615		670		Sep. 1, 72	Dec. 31, 72
	096	2	"	447		496		Jan. 1, 72	Dec. 31, 72
	220	1	"	435		515		Feb. 1, 72	Jan. 31, 73

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Maintenance Man II	205	5	Biwkly.	\$ 246	\$ 532	\$ 263	\$ 570	Jan. 1, 72	Jun. 30, 72
	"	"	"	254	549	271	588	Jul. 1, 72	Dec. 31, 72
	103	4	Mthly.	540		590		Mar. 1, 72	Aug. 31, 72
	"	"	"	575		625		Sep. 1, 72	Dec. 31, 72
Maintenance Man III	205	5	Biwkly.	231	501	250	541	Jan. 1, 72	Jun. 30, 72
	"	"	"	239	518	258	558	Jul. 1, 72	Dec. 31, 72
Painter	205	5	"	246	532	263	570	Jan. 1, 72	Jun. 30, 72
	"	"	"	254	549	271	588	Jul. 1, 72	Dec. 31, 72
	027	3	Mthly.	590		653		Jan. 3, 72	Dec. 31, 72
	"	"	"	623		686		Jan. 1, 73	Dec. 31, 73
	175	5	Wkly.	136	590	151	653	Jan. 1, 72	Jan. 5, 73
	"	"	"	144	623	158	686	Jan. 6, 73	Dec. 31, 73
	103	4	Mthly.	535		585		Mar. 1, 72	Aug. 31, 72
	"	"	"	565		615		Sep. 1, 72	Dec. 31, 72
	106	5	Hrly.	2.85	494	3.06	530	Jan. 3, 72	Jul. 1, 72
	"	"	"	2.97	515	3.18	551	Jul. 2, 72	Dec. 31, 72
Stationary Engineer 2	037	5	Mthly.			730		Jan. 1, 72	Jun. 30, 72
	"	"	"			750		Jul. 1, 72	Dec. 31, 72
	"	"	"			780		Jan. 1, 73	Jun. 30, 73
	"	"	"			810		Jul. 1, 73	Dec. 31, 73
Stationary Engineer 3	099	5	"			690		Apr. 29, 72	Nov. 3, 72
	"	"	"			708		Nov. 4, 72	Apr. 30, 73
	031	"	"			685		Jan. 1, 72	Dec. 31, 72
	105	4	Hrly.	3.89	673	4.00	693	Apr. 1, 72	Dec. 31, 72
	106	5	"	3.59	622	3.82	662	Jan. 3, 72	Jul. 1, 72
	"	"	"	3.71	643	3.94	685	Jul. 2, 72	Dec. 31, 72
Stationary Engineer 4	"	"	"	3.84	666	4.07	705	Jan. 1, 73	Jul. 1, 73
	"	"	"	3.96	686	4.19	726	Jul. 2, 73	Dec. 31, 73
	031	5	Mthly.			655		Jan. 1, 72	Dec. 31, 72

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	1984	Number of Days	Wage Data						Effective	
			Pay Period	Minimum		Maximum				
				Aggr. Rate	Monthly Equiv.	Aggr. Rate	Monthly Equiv.	From	To	
<u>Nurses</u>										
Ambulance Driver - Attendant	105	4	Mthly.	\$ 490 313	\$	\$ 635 360	\$	Mar. 1, 72 Sep. 1, 72	Aug. 31, 72 Dec. 31, 72	
	200	5	Hrly.	2.81 2.85	487 508	3.05 3.17	529 549	Jan. 3, 72 Jul. 2, 72	Jul. 1, 72 Dec. 31, 72	
	"	"	"	3.06 3.13	530 551	3.30 3.42	572 593	Jan. 1, 73 Jul. 2, 73	Jul. 1, 73 Dec. 31, 73	
	400	2	Mthly.	480		534		Jan. 1, 72	Dec. 31, 72	
	230	4	"	650		765		Dec. 28, 71	Dec. 31, 72	
Assistant Head Nurse	250	5	"	640		760		Jan. 1, 72	Dec. 31, 72	
	251	5	"	570		660		Jan. 1, 72	Dec. 31, 72	
Graduate Nurse	252	"	"	570		698		Jan. 1, 72	Dec. 31, 72	
	253	4	"	570		660		Dec. 28, 71	Dec. 31, 72	
	254	5	"	567		657		Jan. 1, 72	Dec. 31, 72	
	255	2	"	500		554		Jan. 1, 71	Dec. 31, 71	
	256	5	"	580 560		585 400		Jan. 1, 72 Jul. 1, 72	Jun. 30, 72 Dec. 31, 72	
Nurse's Aide	427	5	"	596 408		413 450		Jan. 3, 72 Jan. 1, 73	Dec. 31, 72 Dec. 31, 73	
	173	5	Mthly.	92 99	398 428	97 104	419 450	Jan. 1, 72 Jan. 6, 73	Jan. 5, 73 Dec. 31, 73	
	205	4	Mthly.	547 507		577 597		Mar. 1, 72 Sep. 1, 72	Aug. 31, 72 Dec. 31, 72	
	004	2	"	543		575		Jan. 1, 72	Dec. 31, 72	
	201	5	"	608		715		Jan. 1, 72	Dec. 31, 72	
Registered Nurse	180	"	"	610		735		Jan. 1, 72	Dec. 31, 72	
	200	4	"	610		720		Dec. 28, 71	Dec. 31, 72	
	200	5	"	605		715		Jan. 1, 72	Dec. 31, 72	
	200	2	"	540		600		Jan. 1, 71	Dec. 31, 71	

Table 7 (CONT'D) MIDWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant	159	3	Mthly.	\$ 415	\$	\$ 450	\$	Jan. 1, 72	Jun. 30, 72
"	"	"	"	425		460		Jul. 1, 72	Dec. 31, 72
205	5	Biwkly.		207	449	224	485	Jan. 1, 72	Jun. 30, 72
"	"	"	"	215	466	232	503	Jul. 1, 72	Dec. 31, 72
027	3	Mthly.		469		493		Jan. 1, 72	Sep. 10, 72
"	"	"	"	486		510		Sep. 11, 72	Mar. 11, 73
"	"	"	"	518		542		Mar. 12, 73	Dec. 31, 73
175	5	Wkly.		108	469	114	493	Jan. 1, 72	Sep. 1, 72
"	"	"	"	112	486	118	510	Sep. 1, 72	Mar. 16, 73
"	"	"	"	120	518	125	542	Mar. 17, 73	Dec. 31, 73
103	4	Mthly.		446		486		Mar. 1, 72	Aug. 31, 72
"	"	"	"	480		520		Sep. 1, 72	Dec. 31, 72
106	5	Hrly.		2.55	442	2.70	468	Jan. 3, 72	Jul. 1, 72
"	"	"	"	2.67	463	2.82	489	Jul. 2, 72	Dec. 31, 72
"	"	"	"	2.80	485	2.95	511	Jan. 1, 73	Jul. 1, 73
"	"	"	"	2.92	506	3.07	532	Jul. 2, 73	Dec. 31, 73
096	2	Mthly.		414		463		Jan. 1, 72	Dec. 31, 72
220	1	"		446		475		Feb. 1, 72	Jan. 31, 73
<u>Nursing Education</u>									
Teacher	230	4	"	705		830		Dec. 28, 71	Dec. 31, 72
<u>Technologists & Technicians</u>									
Laboratory Assistant I	205	5	Biwkly.	166	361	183	397	Jan. 1, 72	Jun. 30, 72
"	"	"	"	174	378	191	414	Jul. 1, 72	Dec. 31, 72
Laboratory Assistant II	"	"	"	181	392	198	430	Jan. 1, 72	Jun. 30, 72
"	"	"	"	189	409	206	447	Jul. 1, 72	Dec. 31, 72

Table 8

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Dietary</u>									
Cook	142	5	Mthly.	\$ 464	\$	\$ 498	\$	Jan. 1, 72	Sep. 30, 72
	"	"	"	484		518		Oct. 1, 72	Mar. 31, 73
	"	"	"	499		533		Apr. 1, 73	Sep. 30, 73
	"	"	"	524		558		Oct. 1, 73	Dec. 31, 73
	151	4	"	464		498		Jan. 3, 72	Sep. 30, 72
	"	"	"	484		518		Oct. 1, 72	Mar. 31, 73
	"	"	"	499		533		Apr. 1, 73	Sep. 30, 73
	"	"	"	524		558		Oct. 1, 73	Dec. 31, 73
	056	"	Hrly.	2.23	387	2.39	414	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.34	406	2.51	435	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.46	426	2.64	458	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.58	447	2.77	480	Jul. 1, 73	Dec. 29, 73
	141	3	Mthly.	382		416		Jan. 3, 72	Sep. 30, 72
	"	"	"	409		443		Oct. 1, 72	Mar. 31, 73
	"	"	"	436		470		Apr. 1, 73	Sep. 30, 73
	"	"	"	464		498		Oct. 1, 73	Dec. 31, 73
	208	2	"	395		425		Aug. 20, 71	Apr. 30, 72
	"	"	"	420		450		May 1, 72	Dec. 31, 72
Dishwasher	142	5	"	416		450		Jan. 1, 72	Sep. 30, 72
	"	"	"	436		470		Oct. 1, 72	Mar. 31, 73
	"	"	"	451		485		Apr. 1, 73	Sep. 30, 73
	"	"	"	476		510		Oct. 1, 73	Dec. 31, 73
	141	3	"	416		450		Jan. 3, 72	Sep. 30, 72
	"	"	"	436		470		Oct. 1, 72	Mar. 31, 73
	"	"	"	451		485		Apr. 1, 73	Sep. 30, 73
	"	"	"	476		510		Oct. 1, 73	Dec. 31, 73
Kitchen Helper (Female)	142	5	"	331		365		Jan. 1, 72	Sep. 30, 72
	"	"	"	346		380		Oct. 1, 72	Mar. 31, 73
	"	"	"	361		395		Apr. 1, 73	Sep. 30, 73
	"	"	"	391		425		Oct. 1, 73	Dec. 31, 73
	056	4	Hrly.	1.96	340	2.10	364	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.06	357	2.21	383	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.16	374	2.32	402	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.27	393	2.44	423	Jul. 1, 73	Dec. 29, 73

TABLE 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female) (cont'd)	141	3	Mthly.	\$ 331	\$	\$ 365	\$	Jan. 3, 72	Sep. 30, 72
	"	"	"	346		380		Oct. 1, 72	Mar. 31, 73
	"	"	"	361		395		Apr. 1, 73	Sep. 30, 73
	"	"	"	391		425		Oct. 1, 73	Dec. 31, 73
	208	2	"	315		335		Aug. 20, 71	Apr. 30, 72
	"	"	"	340		360		May 1, 72	Dec. 31, 72
<u>Housekeeping</u>									
Laundry Helper (Female)	142	5	"	331		365		Jan. 1, 72	Sep. 30, 72
	"	"	"	346		380		Oct. 1, 72	Mar. 31, 73
	"	"	"	361		395		Apr. 1, 73	Sep. 30, 73
	"	"	"	391		425		Oct. 1, 73	Dec. 31, 73
	056	4	Hrly.	1.91	331	2.05	355	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.01	348	2.15	373	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.11	366	2.26	392	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.22	385	2.37	411	Jul. 1, 73	Dec. 29, 73
	141	3	Mthly	331		365		Jan. 3, 72	Sep. 30, 72
	"	"	"	346		380		Oct. 1, 72	Mar. 31, 73
	"	"	"	361		395		Apr. 1, 73	Sep. 30, 73
	"	"	"	391		425		Oct. 1, 73	Dec. 31, 73
	062	2	"	315		335		Oct. 1, 71	Jun. 30, 72
	"	"	"	335		355		Jul. 1, 72	Dec. 31, 72
	208	"	"	315		335		Aug. 20, 71	Apr. 30, 72
	"	"	"	340		360		May 1, 72	Dec. 31, 72
Maid	142	5	"	331		365		Jan. 1, 72	Sep. 30, 72
	"	"	"	346		380		Oct. 1, 72	Mar. 31, 73
	"	"	"	361		395		Apr. 1, 73	Sep. 30, 73
	"	"	"	391		425		Oct. 1, 73	Dec. 31, 73
	151	4	"	331		365		Jan. 3, 72	Sep. 30, 72
	"	"	"	346		380		Oct. 1, 72	Mar. 31, 73
	"	"	"	361		395		Apr. 1, 73	Sep. 30, 73
	"	"	"	391		425		Oct. 1, 73	Dec. 31, 73
	056	"	Hrly.	1.91	331	2.05	355	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.01	348	2.15	373	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.11	366	2.26	392	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.22	385	2.37	411	Jul. 1, 73	Dec. 29, 73
	141	3	Mthly.	331		365		Jan. 3, 72	Sep. 30, 72
	"	"	"	346		380		Oct. 1, 72	Mar. 31, 73

TABLE 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Maid (cont'd)	141	3	Mthly.	\$ 361	\$	\$ 395	\$	Apr. 1, 73	Sep. 30, 73
	"	"	"	391		425		Oct. 1, 73	Dec. 31, 73
	171	"	"	331		365		Jan. 1, 72	Sep. 30, 72
	"	"	"	346		380		Oct. 1, 72	Mar. 31, 73
	"	"	"	361		395		Apr. 1, 73	Sep. 30, 73
	"	"	"	391		425		Oct. 1, 73	Dec. 31, 73
	062	2	"	315		335		Oct. 1, 71	Jun. 30, 72
	"	"	"	335		355		Jul. 1, 72	Dec. 31, 72
	208	"	"	315		335		Aug. 20, 71	Apr. 30, 72
	"	"	"	340		360		May 1, 72	Dec. 31, 72
Orderly-Trained	142	5	"	444		495		Jan. 1, 72	Sep. 30, 72
	"	"	"	469		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	494		545		Apr. 1, 73	Sep. 30, 73
	"	"	"	524		575		Oct. 1, 73	Dec. 31, 73
	151	4	"	461		495		Jan. 3, 72	Sep. 30, 72
	"	"	"	486		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	511		545		Apr. 1, 73	Sep. 30, 73
	"	"	"	541		575		Oct. 1, 73	Dec. 31, 73
	056	"	Hrly.	2.46	426	2.67	463	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.58	447	2.80	485	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.71	470	2.94	510	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.85	494	3.09	536	Jul. 1, 73	Dec. 29, 73
	116	3	Mthly.	444		495		Jan. 3, 72	Sep. 30, 72
	"	"	"	469		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	494		545		Apr. 1, 73	Oct. 2, 73
	"	"	"	524		575		Oct. 3, 73	Dec. 31, 73
	141	"	"	444		495		Jan. 3, 72	Sep. 30, 72
	"	"	"	469		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	494		545		Apr. 1, 73	Sep. 30, 73
	"	"	"	524		575		Oct. 1, 73	Dec. 31, 73
	171	"	"	461		495		Jan. 1, 72	Sep. 30, 72
	"	"	"	486		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	511		545		Apr. 1, 73	Sep. 30, 73
	"	"	"	541		575		Oct. 1, 73	Dec. 31, 73
	062	2	"	410		440		Oct. 1, 71	Jun. 30, 72
	"	"	"	435		465		Jul. 1, 72	Dec. 31, 72

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Orderly-Trained (cont'd)	208	2	Mthly.	\$ 415	\$	\$ 445	\$	Aug. 20, 71	Apr. 30, 72
	"	"	"	440		470		May 1, 72	Dec. 31, 72
Porter-Cleaner	142	5	"	440		474		Jan. 1, 72	Sep. 30, 72
	"	"	"	460		494		Oct. 1, 72	Mar. 31, 73
	"	"	"	475		509		Apr. 1, 73	Sep. 30, 73
	"	"	"	500		534		Oct. 1, 73	Dec. 31, 73
	151	4	"	416		450		Jan. 3, 72	Sep. 30, 72
	"	"	"	436		470		Oct. 1, 72	Mar. 31, 73
	"	"	"	451		485		Apr. 1, 73	Sep. 30, 73
	"	"	"	466		510		Oct. 1, 73	Dec. 31, 73
	056	"	Hrly.	2.17	376	2.35	407	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.28	395	2.47	428	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.39	414	2.59	449	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.51	435	2.72	471	Jul. 1, 73	Dec. 29, 73
	141	3	Mthly.	416		450		Jan. 3, 72	Sep. 30, 72
	"	"	"	436		470		Oct. 1, 72	Mar. 31, 73
	"	"	"	451		485		Apr. 1, 73	Sep. 30, 73
	"	"	"	476		510		Oct. 1, 73	Dec. 31, 73
	171	"	"	407		441		Jan. 1, 72	Sep. 30, 72
	"	"	"	430		464		Oct. 1, 72	Mar. 31, 73
	"	"	"	448		482		Apr. 1, 73	Sep. 30, 73
	"	"	"	476		510		Oct. 1, 73	Dec. 31, 73
	062	2	"	410		440		Oct. 1, 71	Jun. 30, 72
	"	"	"	435		465		Jul. 1, 72	Dec. 31, 72
	208	"	"	415		435		Aug. 20, 71	Apr. 30, 72
	"	"	"	440		460		May 1, 72	Dec. 31, 72
Seamstress	142	5	"	346		380		Jan. 1, 72	Sep. 30, 72
	"	"	"	361		395		Oct. 1, 72	Mar. 31, 73
	"	"	"	376		410		Apr. 1, 73	Sep. 30, 73
	"	"	"	406		440		Oct. 1, 73	Dec. 31, 73
	151	4	"	351		385		Jan. 3, 72	Sep. 30, 72
	"	"	"	366		400		Oct. 1, 72	Mar. 31, 73
	"	"	"	381		415		Apr. 1, 73	Sep. 30, 73
	"	"	"	411		445		Oct. 1, 73	Dec. 31, 73

TABLE 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.		
Seamstress (cont'd)	056	4	Hrly.	\$ 1.97	\$ 341	\$ 2.13	\$ 369	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.07	359	2.24	388	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.17	376	2.35	407	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.28	395	2.47	428	Jul. 1, 73	Dec. 29, 73
	141	3	Mthly.	346		380		Jan. 3, 72	Sep. 30, 72
	"	"	"	361		395		Oct. 1, 72	Mar. 31, 73
	"	"	"	376		410		Apr. 1, 73	Sep. 30, 73
	"	"	"	406		440		Oct. 1, 73	Dec. 31, 73
	171	"	"	346		380		Jan. 1, 72	Sep. 30, 72
	"	"	"	361		395		Oct. 1, 72	Mar. 31, 73
	"	"	"	376		410		Apr. 1, 73	Sep. 30, 73
	"	"	"	406		440		Oct. 1, 73	Dec. 31, 73
	116	"	"	431		465		Jan. 3, 72	Sep. 30, 72
		"	"	451		485		Oct. 1, 72	Mar. 31, 73
		"	"	466		500		Apr. 1, 73	Oct. 2, 73
		"	"	491		525		Oct. 3, 73	Dec. 31, 73
	141	"	"	481		515		Jan. 3, 72	Sep. 30, 72
		"	"	501		535		Oct. 1, 72	Mar. 31, 73
		"	"	516		550		Apr. 1, 73	Sep. 30, 73
		"	"	541		575		Oct. 1, 73	Dec. 31, 73
Storeman	142	5	"	440		474		Jan. 1, 72	Sep. 30, 72
		"	"	460		494		Oct. 1, 72	Mar. 31, 73
		"	"	475		509		Apr. 1, 73	Sep. 30, 73
		"	"	500		534		Oct. 1, 73	Dec. 31, 73
	056	4	Hrly.	2.17	376	2.40	416	Jan. 2, 72	May 6, 72
	"	"	"	2.37	411	2.51	435	May 7, 72	Jul. 1, 72
	"	"	"	2.49	432	2.64	458	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.62	454	2.77	480	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.75	477	2.91	504	Jul. 1, 73	Dec. 29, 73
	141	3	Mthly.	424		458		Jan. 3, 72	Sep. 30, 72
		"	"	444		478		Oct. 1, 72	Mar. 31, 73
		"	"	459		493		Apr. 1, 73	Sep. 30, 73
		"	"	484		518		Oct. 1, 73	Dec. 31, 73
	171	"	"	427		461		Jan. 1, 72	Sep. 30, 72
	"	"	"	450		484		Oct. 1, 72	Mar. 31, 73
	"	"	"	468		502		Apr. 1, 73	Sep. 30, 73
	"	"	"	496		530		Oct. 1, 73	Dec. 31, 73
Washman	142	5	"	440		474		Jan. 1, 72	Sep. 30, 72
		"	"	460		494		Oct. 1, 72	Mar. 31, 73
		"	"	475		509		Apr. 1, 73	Sep. 30, 73
		"	"	500		534		Oct. 1, 73	Dec. 31, 73
	056	4	Hrly.	2.17	376	2.40	416	Jan. 2, 72	May 6, 72
	"	"	"	2.37	411	2.51	435	May 7, 72	Jul. 1, 72
	"	"	"	2.49	432	2.64	458	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.62	454	2.77	480	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.75	477	2.91	504	Jul. 1, 73	Dec. 29, 73
	141	3	Mthly.	424		458		Jan. 3, 72	Sep. 30, 72
		"	"	444		478		Oct. 1, 72	Mar. 31, 73
		"	"	459		493		Apr. 1, 73	Sep. 30, 73
		"	"	484		518		Oct. 1, 73	Dec. 31, 73
	171	"	"	427		461		Jan. 1, 72	Sep. 30, 72
	"	"	"	450		484		Oct. 1, 72	Mar. 31, 73
	"	"	"	468		502		Apr. 1, 73	Sep. 30, 73
	"	"	"	496		530		Oct. 1, 73	Dec. 31, 73

TABLE 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Maintenance & Engineering</u>									
Electrician	142	5	Mthly.	\$ 595	\$	\$ 629	\$	Jan. 1, 72	Sep. 30, 72
	"	"	"	615		649		Oct. 1, 72	Mar. 31, 73
	"	"	"	635		669		Apr. 1, 73	Sep. 30, 73
	"	"	"	656		690		Oct. 1, 73	Dec. 31, 73
Groundsman	056	4	Hrly.	2.17	376	2.35	407	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.28	395	2.47	428	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.39	414	2.59	449	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.51	435	2.72	471	Jul. 1, 73	Dec. 29, 73
Handyman	056	"	"	2.45	425	2.55	442	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.57	445	2.68	465	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.70	468	2.81		Dec. 31, 72	Jun. 30, 73
	"	"	"	2.84	492	2.95	511	Jul. 1, 73	Dec. 29, 73
	208	2	Mthly.	470		490		Aug. 20, 71	Apr. 30, 72
	"	"	"	495		515		May 1, 72	Dec. 31, 72
Maintenance Man I	142	5	"	510		544		Jan. 1, 72	Sep. 30, 72
	"	"	"	530		564		Oct. 1, 72	Mar. 31, 73
	"	"	"	550		584		Apr. 1, 73	Sep. 30, 73
	"	"	"	571		605		Oct. 1, 73	Dec. 31, 73
	151	4	"	505		629		Jan. 3, 72	Sep. 30, 72
	"	"	"	615		649		Oct. 1, 72	Mar. 31, 73
	"	"	"	635		669		Apr. 1, 73	Sep. 30, 73
	"	"	"	656		690		Oct. 1, 73	Dec. 31, 73
	116	3	"	511		545		Jan. 3, 72	Sep. 30, 72
	"	"	"	531		565		Oct. 1, 72	Mar. 31, 73
	"	"	"	551		585		Apr. 1, 73	Oct. 2, 73
	"	"	"	571		605		Oct. 3, 73	Dec. 31, 73
	141	"	"	566		600		Jan. 3, 72	Sep. 30, 72
	"	"	"	596		630		Oct. 1, 72	Mar. 31, 73
	"	"	"	626		660		Apr. 1, 73	Sep. 30, 73
	"	"	"	656		690		Oct. 1, 73	Dec. 31, 73
	171	"	"	563		597		Jan. 1, 72	Sep. 30, 73
	"	"	"	594		628		Oct. 1, 72	Mar. 31, 73
	"	"	"	625		659		Apr. 1, 73	Sep. 30, 73
	"	"	"	656		690		Oct. 1, 73	Dec. 31, 73

TABLE 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Maintenance Man II	142	5	Mthly.	\$ 485	\$	\$ 519	\$	Jan. 1, 72	Sep. 30, 72
	"	"	"	505		539		Oct. 1, 72	Mar. 31, 73
	"	"	"	525		559		Apr. 1, 73	Sep. 30, 73
	"	"	"	546		580		Oct. 1, 73	Dec. 31, 73
	151	4	"	510		544		Jan. 3, 72	Sep. 30, 72
	"	"	"	530		564		Oct. 1, 72	Mar. 31, 73
	"	"	"	550		584		Apr. 1, 73	Sep. 30, 73
	"	"	"	571		605		Oct. 1, 73	Dec. 31, 73
	116	3	"	486		520		Jan. 3, 72	Sep. 30, 72
	"	"	"	506		540		Oct. 1, 72	Mar. 31, 73
	"	"	"	526		560		Apr. 1, 73	Oct. 2, 73
	"	"	"	546		580		Oct. 3, 73	Dec. 31, 73
	141	"	"	493		527		Jan. 3, 72	Sep. 30, 72
	"	"	"	519		553		Oct. 1, 72	Mar. 31, 73
	"	"	"	545		579		Apr. 1, 73	Sep. 30, 73
	"	"	"	571		605		Oct. 1, 73	Dec. 31, 73
	171	"	"	478		512		Jan. 1, 72	Sep. 30, 72
	"	"	"	509		543		Oct. 1, 72	Mar. 31, 73
	"	"	"	540		574		Apr. 1, 73	Sep. 30, 73
	"	"	"	571		605		Oct. 1, 73	Dec. 31, 73
Maintenance Man III	151	4	"	485		519		Jan. 3, 72	Sep. 30, 72
	"	"	"	505		539		Oct. 1, 72	Mar. 31, 73
	"	"	"	525		559		Apr. 1, 73	Sep. 30, 73
	"	"	"	546		580		Oct. 1, 73	Dec. 31, 73
	141	"	"	457		491		Jan. 3, 72	Sep. 30, 72
	"	"	"	486		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	516		550		Apr. 1, 73	Sep. 30, 73
	"	"	"	546		580		Oct. 1, 73	Dec. 31, 73
	171	"	"	453		487		Jan. 1, 72	Sep. 30, 72
	"	"	"	484		518		Oct. 1, 72	Mar. 31, 73
	"	"	"	515		549		Apr. 1, 73	Sep. 30, 73
	"	"	"	546		580		Oct. 1, 73	Dec. 31, 73
Stationary Engineer 3	164	"	Hrly.			3.65	633	Jul. 1, 71	Jun. 30, 72
	"	"	"			3.95	685	Jul. 1, 72	Jun. 30, 73
	056	"	"	3.13	543	3.29	570	Jan. 2, 72	Jul. 1, 72
	"	"	"	3.29	570	3.46	600	Jul. 2, 72	Dec. 30, 72
	"	"	"	3.46	600	3.63	629	Dec. 31, 72	Jun. 30, 73
	"	"	"	3.63	629	3.81	660	Jul. 1, 73	Dec. 29, 73

TABLE 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Stationary Engineer 4	077	5	Hrly.	\$	\$	\$ 3.60	\$ 624	Jan. 1, 72	Aug. 31, 72
	"	"	"			3.80	659	Sep. 1, 72	Apr. 30, 73
	"	"	"			3.95	685	May 1, 73	Dec. 31, 73
	056	4	"	2.92	506	3.08	534	Jan. 2, 72	Jul. 1, 72
	"	"	"	3.07	532	3.23	560	Jul. 2, 72	Dec. 30, 72
	"	"	"	3.22	558	3.39	588	Dec. 31, 72	Jun. 30, 73
	"	"	"	3.38	586	3.56	617	Jul. 1, 73	Dec. 29, 73
	116	"	Mthly.			570		Jan. 3, 72	Sep. 30, 72
	"	"	"			585		Oct. 1, 72	Mar. 31, 73
	"	"	"			605		Apr. 1, 73	Oct. 2, 73
	"	"	"			630		Oct. 3, 73	Dec. 31, 73
	141	3	"			555		Jan. 3, 72	Sep. 30, 72
	"	"	"			580		Oct. 1, 72	Mar. 31, 73
	"	"	"			605		Apr. 1, 73	Sep. 30, 73
	"	"	"			630		Oct. 1, 73	Dec. 31, 73
	171	"	"	517		551		Jan. 1, 72	Sep. 30, 72
	"	"	"	543		577		Oct. 1, 72	Mar. 31, 73
	"	"	"	570		604		Apr. 1, 73	Sep. 30, 73
	"	"	"	596		630		Oct. 1, 73	Dec. 31, 73
	245	"	"			600		Mar. 1, 72	Oct. 31, 72
	062	2	"			520		Oct. 1, 71	Jun. 30, 72
	"	"	"			545		Jul. 1, 72	Dec. 31, 72
<u>Nursing</u>									
Ambulance Driver-Attendant 1	142	5	"	474		525		Jan. 1, 72	Sep. 30, 72
	"	"	"	499		550		Oct. 1, 72	Mar. 31, 73
	"	"	"	524		575		Apr. 1, 73	Sep. 30, 73
	"	"	"	554		605		Oct. 1, 73	Dec. 31, 73
	056	4	Hrly.	2.53	439	2.85	494	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.66	461	2.99	518	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.79	484	3.14	544	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.93	508	3.30	572	Jul. 1, 73	Dec. 29, 73
	171	3	Mthly	491		525		Jan. 1, 72	Sep. 30, 72
	"	"	"	516		550		Oct. 1, 72	Mar. 31, 73
	"	"	"	541		575		Apr. 1, 73	Sep. 30, 73
	"	"	"	571		605		Oct. 1, 73	Dec. 31, 73
	062	2	"	410		440		Oct. 1, 71	Jun. 30, 72
	"	"	"	435		465		Jul. 1, 72	Dec. 31, 72

TABLE 8 (CONT'D) GEORGIAN BAY ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Ambulance Driver-Attendant I (cont'd)	208	2	Mthly.	\$ 455	\$	\$ 485	\$	Aug. 20, 71	Apr. 30, 72
	"	"	"	480		510		May. 1, 72	Dec. 31, 72
Ambulance Driver-Attendant II	142	5	"	459		510		Jan. 1, 72	Sep. 30, 72
	"	"	"	484		535		Oct. 1, 72	Mar. 31, 73
	"	"	"	509		560		Apr. 1, 73	Sep. 30, 73
	"	"	"	539		590		Oct. 1, 73	Dec. 31, 73
	171	3	"	476		510		Jan. 1, 72	Sep. 30, 72
	"	"	"	501		535		Oct. 1, 72	Mar. 31, 73
	"	"	"	526		560		Apr. 1, 73	Sep. 30, 73
	"	"	"	556		590		Oct. 1, 73	Dec. 31, 73
Assistant Head Nurse	217	2	"	643		753		Jan. 1, 72	Dec. 31, 72
Graduate Nurse	217	"	"	570		660		Jan. 1, 72	Dec. 31, 72
Nurse's Aide	151	4	"	356		390		Jan. 3, 72	Sep. 30, 72
	"	"	"	371		405		Oct. 1, 72	Mar. 31, 73
	"	"	"	386		420		Apr. 1, 73	Sep. 30, 73
	"	"	"	416		450		Oct. 1, 73	Dec. 31, 73
	056	"	Hrly.	2.05	355	2.23	387	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.15	373	2.34	406	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.26	392	2.46	426	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.37	411	2.58	447	Jul. 1, 73	Dec. 29, 73
	116	3	Mthly.	356		390		Jan. 3, 72	Sep. 30, 72
	"	"	"	371		405		Oct. 1, 72	Mar. 31, 73
	"	"	"	386		420		Apr. 1, 73	Oct. 2, 73
	"	"	"	416		450		Oct. 3, 73	Dec. 31, 73
	062	2	"	325		355		Oct. 1, 71	Jun. 30, 72
	"	"	"	345		375		Jul. 1, 72	Dec. 31, 72
	208	"	"	330		360		Aug. 20, 71	Apr. 30, 72
	"	"	"	355		385		May 1, 72	Dec. 31, 72
Registered Nurse	217	"	"	605		705		Jan. 1, 72	Dec. 31, 72

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Registered Nursing Assistant	142	5	Mthly.	\$ 444	\$	\$ 495	\$	Jan. 1, 72	Sep. 30, 72
	"	"	"	469		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	494		545		Apr. 1, 73	Sep. 30, 73
	"	"	"	524		575		Oct. 1, 73	Dec. 31, 73
	151	4	"	461		495		Jan. 3, 72	Sep. 30, 72
	"	"	"	486		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	511		545		Apr. 1, 73	Sep. 30, 73
	"	"	"	541		575		Oct. 1, 73	Dec. 31, 73
	056	"	Hrly.	2.46	426	2.67	463	Jan. 2, 72	Jul. 1, 72
	"	"	"	2.58	447	2.80	485	Jul. 2, 72	Dec. 30, 72
	"	"	"	2.71	470	2.94	510	Dec. 31, 72	Jun. 30, 73
	"	"	"	2.85	494	3.09	536	Jul. 1, 73	Dec. 29, 73
	116	3	Mthly.	444		495		Jan. 3, 72	Sep. 30, 72
	"	"	"	469		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	494		545		Apr. 1, 73	Oct. 2, 73
	"	"	"	524		575		Oct. 3, 73	Dec. 31, 73
	141	"	"	444		495		Jan. 3, 72	Sep. 30, 72
	"	"	"	469		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	494		545		Apr. 1, 73	Sep. 30, 73
	"	"	"	524		575		Oct. 1, 73	Dec. 31, 73
	171	"	"	444		495		Jan. 1, 72	Sep. 30, 72
	"	"	"	469		520		Oct. 1, 72	Mar. 31, 73
	"	"	"	494		545		Apr. 1, 73	Sep. 30, 73
	"	"	"	524		575		Oct. 1, 73	Dec. 31, 73
	062	2	"	410		440		Oct. 1, 71	Jun. 30, 72
	"	"	"	435		465		Jul. 1, 72	Dec. 31, 72
	208	"	"	415		445		Aug. 20, 71	Apr. 30, 72
	"	"	"	440		470		May 1, 72	Dec. 31, 72

Table 9

HOURLY, WEEKLY OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
<u>Clerical</u>									
Clerk I	192	2	Mthly.	\$ 358	\$	\$ 396	\$	Jan. 1, 72	Mar. 31, 72
	054	1	"	417		473		Jan. 1, 72	Dec. 31, 72
	185	"	"	439		496		May 1, 72	Apr. 30, 73
	"	"	"	466		523		May 1, 73	Apr. 30, 74
Clerk II	192	2	"	396		437		Jan. 1, 72	Mar. 31, 72
	185	1	"	467		534		May 1, 72	Apr. 30, 73
	"	"	"	494		561		May 1, 73	Apr. 30, 74
Clerk-Typist	095	3	"	380		408		Jan. 1, 72	Dec. 31, 72
	192	2	"	416		460		Jan. 1, 72	Mar. 31, 72
Stenographer-Medical	192	"	"	396		437		Jan. 1, 72	Mar. 31, 72
Stenographer-Medical I	095	3	"	424		452		Jan. 1, 72	Dec. 31, 72
Stenographer-Medical II	095	"	"	441		482		Jan. 1, 72	Dec. 31, 72
Switchboard or Telephone Operator	095	"	"	365		394		Jan. 1, 72	Dec. 31, 72
	192	"	"	341		377		Jan. 1, 72	Mar. 31, 72
<u>Dietary</u>									
Cook	024	3	"	455		490		Jan. 3, 72	Jul. 1, 72
	"	"	"	465		500		Jul. 2, 72	Dec. 31, 72
	140	5	"	500		601		Jan. 1, 72	Dec. 31, 72
	229	4	"	405		455		Jan. 1, 72	Jun. 30, 72
	"	"	"	445		495		Jul. 1, 72	Jun. 30, 73
	061	"	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
	082	"	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Cook (cont'd)	049	4	Hrly.	\$ 2.61	\$ 423	\$ 2.94	\$ 478	Nov. 8, 71	May 7, 72
	"	"	"	2.83	460	3.18	516	May 8, 72	Apr. 30, 72
	091	"	"	2.60	450	2.94	509	Nov. 1, 71	Apr. 30, 72
	"	"	"	2.83	490	3.17	549	May 1, 72	Apr. 30, 73
	192	2	Mthly.	416		460		Jan. 1, 72	Mar. 31, 72
	258	1	Hrly.	2.41	418	2.58	447	Jan. 1, 72	Dec. 31, 72
	023	3	Mthly.	445		485		Nov. 15, 71	May 14, 72
	"	"	"	465		505		May 15, 72	May 14, 73
	038	"	"	462		505		Jan. 1, 72	Jun. 30, 72
	147	1	"	368		410		Feb. 15, 72	Feb. 14, 73
	"	"	"	390		435		Feb. 15, 73	Feb. 14, 74
	148	3	"	530		560		Apr. 1, 72	Dec. 31, 72
	194	1	Hrly.	2.13	369	2.37	411	Jan. 1, 72	Dec. 31, 72
	"	"	"	2.26	392	2.51	435	Jan. 1, 73	Dec. 31, 73
Dishwasher	095	3	Mthly.	357		385		Jan. 1, 72	Dec. 31, 72
	140	5	"	402		467		Jan. 1, 72	Dec. 31, 72
Kitchen Helper (Female)	024	3	"	315		360		Jan. 3, 72	Jul. 1, 72
	"	"	"	325		370		Jul. 2, 72	Dec. 31, 72
	095	"	"	337		365		Jan. 1, 72	Dec. 31, 72
	140	5	"	334		365		Jan. 1, 72	Dec. 31, 72
	229	4	"	320		350		Jan. 1, 72	Jun. 30, 72
	"	"	"	350		380		Jul. 1, 72	Jun. 30, 73
	061	"	"	328		358		Oct. 1, 71	Apr. 30, 72
	"	"	"	346		376		May 1, 71	Sep. 30, 72
	"	"	"	365		395		Oct. 1, 72	Dec. 31, 72
	082	"	"	328		358		Oct. 1, 71	Apr. 30, 72
	"	"	"	346		376		May 1, 72	Sep. 30, 72
	"	"	"	365		395		Oct. 1, 72	Dec. 31, 72
	258	1	Hrly.	1.99	345	2.16	374	Jan. 1, 72	Dec. 31, 72

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Index	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Kitchen Helper (Female) (cont'd)	023	3	Mthly.	330	\$	370	\$	Nov. 15, 71	May 14, 72
	"	"	"	350		390		May 15, 72	May 14, 73
	038	"	"	343		360		Jan. 1, 72	Jun. 30, 72
	148	"	"	325		355		Apr. 1, 72	Dec. 31, 72
	194	1	Hrly.	1.70	295	1.94	336	Jan. 1, 72	Dec. 31, 72
"	"	"	1.85	321	2.11	366	Jan. 1, 73	Dec. 31, 73	
<u>Housekeeping</u>									
Laundry Helper (Female)	140	5	Mthly.	334		365		Jan. 1, 72	Dec. 31, 72
	061	4	"	356		366		Oct. 1, 71	Apr. 30, 72
	"	"	"	354		384		May 1, 72	Sep. 30, 72
	"	"	"	373		403		Oct. 1, 72	Dec. 31, 72
	082	"	"	336		366		Oct. 1, 71	Apr. 30, 72
	"	"	"	354		384		May 1, 72	Sep. 30, 72
	"	"	"	373		403		Oct. 1, 72	Dec. 31, 72
	258	1	Hrly.	1.99	345	2.16	374	Jan. 1, 72	Dec. 31, 72
	023	5	Mthly.	330		370		Nov. 15, 71	May 14, 72
	"	"	"	350		390		May 15, 72	May 14, 73
	038	"	"	348		373		Jan. 1, 72	Jun. 30, 72
	147	1	"	352		387		Feb. 15, 72	Feb. 14, 73
	"	"	"	373		410		Feb. 15, 73	Feb. 14, 74
	148	"	"	325		355		Apr. 1, 72	Dec. 31, 72
	194	"	Hrly.	1.70	295	1.94	336	Jan. 1, 72	Dec. 31, 72
	"	"	"	1.85	321	2.11	366	Jan. 1, 73	Dec. 31, 73
Maid	024	3	Mthly.	315		360		Jan. 3, 72	Jul. 1, 72
	"	"	"	323		370		Jul. 2, 72	Dec. 31, 72
	140	5	"	354		365		Jan. 1, 72	Dec. 31, 72
	229	4	"	320		350		Jan. 1, 72	Jun. 30, 72
	"	"	"	350		380		Jul. 1, 72	Jun. 30, 73

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equiv.	Agmt. Rate	Mthly Equiv.	From	To
Maid (cont'd)	061	4	Mthly.	\$ 328	\$	\$ 358	\$	Oct. 1, 71	Apr. 30, 72
	"	"	"	346		376		May 1, 72	Sen. 30, 72
	"	"	"	365		395		Oct. 1, 72	Dec. 31, 72
	082	"	"	328		358		Oct. 1, 71	Apr. 30, 72
	"	"	"	346		376		May 1, 72	Sen. 30, 72
	"	"	"	365		395		Oct. 1, 72	Dec. 31, 72
	049	"	Wkly.	1.90	309	2.14	348	Nov. 8, 71	May 7, 72
	"	"	"	2.01	328	2.25	366	May 8, 72	Dec. 31, 72
	091	"	"	1.06	330	2.14	370	Nov. 1, 71	Apr. 30, 72
	"	"	"	2.02	350	2.25	390	May 1, 72	Apr. 30, 73
	192	2	Mthly.	294		325		Jan. 1, 72	Mar. 31, 72
	258	1	Wkly.	1.99	345	2.16	374	Jan. 1, 72	Dec. 31, 72
	025	5	Mthly.	335		375		Nov. 15, 71	May 14, 72
	"	"	"	355		395		May 15, 72	May 14, 73
	038	"	"	329		360		Jan. 1, 72	Jul. 30, 72
	054	1	"	315		351		Jan. 1, 72	Dec. 31, 72
	147	"	"	352		387		Feb. 15, 72	Feb. 14, 73
	"	"	"	373		410		Feb. 15, 73	Feb. 14, 74
	148	5	"	325		355		Apr. 1, 72	Dec. 31, 72
	194	1	Wkly.	1.76	295	1.94	336	Jan. 1, 72	Dec. 31, 72
	"	"	"	1.85	320	2.11	366	Jan. 1, 73	Dec. 31, 73
Orderly-Trained	021	3	Mthly.	415		480		Jan. 5, 72	Jul. 1, 72
	"	"	"	440		490		Jul. 2, 72	Dec. 31, 72
	095	"	"	487		535		Jan. 1, 72	Dec. 31, 72
	140	5	"	455		518		Jan. 1, 72	Dec. 31, 72
	220	4	"	450		500		Jan. 1, 72	Jun. 30, 72
	"	"	"	491		540		Jul. 1, 72	Jun. 30, 73
	361	"	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Apr. 30, 73
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
	082	"	"	484		494		Oct. 1, 71	Apr. 30, 72
	"	"	"	504		524		May 1, 72	Apr. 30, 73
	"	"	"	550		550		Oct. 1, 72	Dec. 31, 72
	040	"	"	1.80	300	2.30	469	Nov. 8, 71	May 7, 72
	"	"	"	2.00	320	2.40	504	May 8, 72	Apr. 30, 73

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Seas	Wage Scale						From	To
			Pay Per Hr.	Minimum		Maximum				
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.			
Orderly-Trained (cont'd)	091	4	Hrly.	\$ 2.66	\$ 461	\$ 2.89	\$ 501	Nov. 1, 71	Apr. 30, 72	
	"	"	"	2.89	500	3.12	540	May 1, 72	Apr. 30, 73	
	192	2	Mthly.	421		466		Jan. 1, 72	Mar. 31, 72	
	313	3	"	461		501		Nov. 15, 71	May 14, 72	
	"	"	"	500		540		May 15, 72	May 14, 73	
	038	"	"	407		460		Jan. 1, 72	Jun. 30, 72	
	054	1	"	437		507		Jan. 1, 72	Dec. 31, 72	
	147	"	"	448		505		Feb. 15, 72	Feb. 14, 73	
	"	"	"	474		531		Feb. 15, 73	Feb. 14, 74	
	148	3	"	435		465		Apr. 1, 72	Dec. 31, 72	
	194	1	Hrly.	2.49	432	2.75	477	Jan. 1, 72	Dec. 31, 72	
	"	"	"	2.58	447	2.84	492	Jan. 1, 73	Dec. 31, 73	
Porter-Cleaner	024	3	Mthly.	385		455		Jan. 3, 72	Jul. 1, 72	
	"	"	"	395		465		Jul. 2, 72	Dec. 31, 72	
	095	"	"	410		452		Jan. 1, 72	Dec. 31, 72	
	140	5	"	402		467		Jan. 1, 72	Dec. 31, 72	
	229	4	"	395		445		Jan. 1, 72	Jun. 30, 72	
	"	"	"	435		485		Jul. 1, 72	Jun. 30, 73	
	061	"	"	422		452		Oct. 1, 71	Apr. 30, 72	
	"	"	"	445		476		May 1, 72	Sep. 30, 72	
	"	"	"	470		500		Oct. 1, 72	Dec. 31, 72	
	082	"	"	422		452		Oct. 1, 71	Apr. 30, 72	
	"	"	"	446		476		May 1, 72	Sep. 30, 72	
	"	"	"	470		500		Oct. 1, 72	Dec. 31, 72	
	049	"	Hrly.	2.31	376	2.58	418	Nov. 8, 71	May 7, 72	
	"	"	"	2.59	421	2.83	459	May 8, 72	Apr. 30, 73	
	091	"	"	2.35	407	2.58	447	Nov. 1, 71	Apr. 30, 72	
	"	"	"	2.60	450	2.83	490	May 1, 72	Apr. 30, 73	
	392	5	Mthly.	381		399		Jan. 1, 72	Mar. 31, 72	
	038	3	"	373		408		Jan. 1, 72	Jun. 30, 72	
	147	1	"	399		439		Feb. 15, 72	Feb. 14, 73	
	"	"	"	423		465		Feb. 15, 73	Feb. 14, 74	
	148	3	"	385		485		Apr. 1, 72	Dec. 31, 72	

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Porter-Cleaner (cont'd)	194	1	Hrly.	\$ 2.29	\$ 397	\$ 2.57	\$ 445	Jan. 1, 72	Dec. 31, 72
	"	"	"	2.43	421	2.72	471	Jan. 1, 73	Dec. 31, 73
Seamstress	024	3	Mthly.	330		375		Jan. 3, 72	Jul. 1, 72
	"	"	"	340		385		Jul. 2, 72	Dec. 31, 72
	095	"	"	358		394		Jan. 1, 72	Dec. 31, 72
	061	4	"	348		378		Oct. 1, 71	Apr. 30, 72
	"	"	"	366		396		May 1, 72	Sep. 30, 72
	"	"	"	385		415		Oct. 1, 72	Dec. 31, 72
	082	"	"	348		378		Oct. 1, 71	Apr. 30, 72
	"	"	"	366		396		May 1, 72	Sep. 30, 72
	"	"	"	385		415		Oct. 1, 72	Dec. 31, 72
	192	2	"	310		341		Jan. 1, 72	Mar. 31, 72
	023	3	"	336		381		Nov. 15, 71	May 14, 72
	"	"	"	356		401		May 15, 72	May 14, 73
Storeman	148	"	"	335		365		Apr. 1, 72	Dec. 31, 72
	095	"	"	521		577		Jan. 1, 72	Dec. 31, 72
	061	4	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
	082	"	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
Washman	061	"	"	432		462		Oct. 1, 71	Apr. 30, 72
	"	"	"	456		486		May 1, 72	Sep. 30, 72
	"	"	"	480		510		Oct. 1, 72	Dec. 31, 72
	082	"	"	478		508		Oct. 1, 71	Apr. 30, 72
	"	"	"	504		534		May 1, 72	Sep. 30, 72
	"	"	"	530		560		Oct. 1, 72	Dec. 31, 72
	023	3	"	420		460		Nov. 15, 71	May 14, 72
"	"	"	460		500		May 15, 72	May 14, 73	
<u>Maintenance & Engineering</u>									
Carpenter	024	"	"	570		630		Jan. 3, 72	Jul. 1, 72
	"	"	"	590		650		Jul. 2, 72	Dec. 31, 72

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

	Code	Rate	Wage Data					Effective	
			Period	Hourly		Mthly Equiv.	From	To	
				Rate	Equip.				
Carpenter (cont'd)	140	3	Mthly.	\$ 700	\$	\$ 659	\$	Jan. 1, 72	Dec. 31, 72
	091	4	Hrly.	3.23	560	3.46	599	Nov. 1, 71	Apr. 30, 72
	"	"	"	3.56	617	3.79	656	May 1, 72	Apr. 30, 73
	089	5	"	"	"	4.07	735	Jan. 7, 72	Oct. 6, 72
	"	"	"	"	"	4.25	766	Oct. 7, 72	Jul. 6, 73
	"	"	"	"	"	4.43	797	Jul. 7, 73	Apr. 6, 74
	148	"	Mthly.	800		550		Apr. 1, 72	Dec. 31, 72
Electrician	024	"	"	570		630		Jan. 3, 72	Jul. 1, 72
	"	"	"	590		650		Jul. 2, 72	Dec. 31, 72
	140	5	"	643		736		Jan. 1, 72	Dec. 31, 72
	091	4	Hrly.	3.23	560	3.46	599	Nov. 1, 71	Apr. 30, 72
	"	"	"	3.56	617	3.79	656	May 1, 72	Apr. 30, 73
	089	3	"	"	"	4.24	735	Jan. 7, 72	Oct. 6, 72
	"	"	"	"	"	4.42	766	Oct. 7, 72	Jul. 6, 73
	"	"	"	"	"	4.60	797	Jul. 7, 73	Apr. 6, 74
Groundsman	140	5	Mthly.	402		467		Jan. 1, 72	Dec. 31, 72
	061	4	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
	082	"	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
	044	"	Hrly.	2.31	376	2.58	418	Nov. 8, 71	May 7, 72
	"	"	"	2.59	421	2.83	459	May 8, 72	Apr. 30, 73
	091	"	"	2.35	407	2.58	447	Nov. 1, 71	Apr. 30, 72
	"	"	"	2.60	450	2.83	490	May 1, 72	Apr. 30, 73
	025	5	Mthly.	420		460		Nov. 15, 71	May 14, 72
	"	"	"	460		500		May 15, 72	May 14, 73

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Handyman	095	3	Mthly.	\$ 429	\$	\$ 464	\$	Jan. 1, 72	Dec. 31, 72
	082	4	"	468		498		Oct. 1, 71	Apr. 30, 72
	"	"	"	494		524		May 1, 72	Sep. 30, 72
	"	"	"	520		550		Oct. 1, 72	Dec. 31, 72
	148	3	"	410		440		Apr. 1, 72	Dec. 31, 72
Labourer	140	5	"	402		467		Jan. 1, 72	Dec. 31, 72
Maintenance Man	091	4	Hrly.	2.80	486	3.06	531	Nov. 1, 71	Apr. 30, 72
	"	"	"	3.13	543	3.39	588	May 1, 72	Apr. 30, 73
	192	2	Mthly.	487		542		Jan. 1, 72	Mar. 31, 72
	038	3	"	495		543		Jan. 1, 72	Jun. 30, 72
	147	1	"	473		530		Feb. 15, 72	Feb. 14, 73
"	"	"	499		556		Feb. 15, 73	Feb. 14, 74	
Maintenance Man I	024	3	"	535		590		Jan. 3, 72	Jul. 1, 72
	"	"	"	545		600		Jul. 2, 72	Dec. 31, 72
	095	"	"	567		636		Jan. 1, 72	Dec. 31, 72
	140	5	"	566		659		Jan. 1, 72	Dec. 31, 72
	229	4	"	640		710		Jan. 1, 72	Jun. 30, 72
	"	"	"	700		767		Jul. 1, 72	Jun. 30, 73
	082	"	"			650		Oct. 1, 71	Apr. 30, 72
	"	"	"			685		May 1, 72	Sep. 30, 72
	"	"	"			720		Oct. 1, 72	Dec. 31, 72
	049	"	Hrly.	3.34	543	3.56	578	Nov. 8, 71	May 7, 72
	"	"	"	3.65	594	3.87	629	May 8, 72	Apr. 30, 73
Maintenance Man II	024	3	Mthly.	455		490		Jan. 3, 72	Jul. 1, 72
	"	"	"	465		500		Jul. 2, 72	Dec. 31, 72
	095	"	"	535		600		Jan. 1, 72	Dec. 31, 72
	229	4	"	540		615		Jan. 1, 72	Jun. 30, 72
	"	"	"	590		650		Jul. 1, 72	Jun. 30, 73
	049	"	Hrly.	3.16	515	3.42	556	Nov. 8, 71	May 7, 72
	"	"	"	3.48	506	3.72	605	May 8, 72	Apr. 30, 73

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Painter	024	3	Mthly.	\$ 570	\$	\$ 630	\$	Jan. 3, 72	Jul. 1, 72
	"	"	"	590		650		Jul. 2, 72	Dec. 31, 72
	140	5	"	444		562		Jan. 1, 72	Dec. 31, 72
	061	4	"	610		640		Oct. 1, 71	Apr. 30, 72
	"	"	"	636		666		May 1, 72	Sep. 30, 72
	"	"	"	662		692		Oct. 1, 72	Dec. 31, 72
	091	"	Hrly.	3.01	521	3.23	560	Nov. 1, 71	Apr. 30, 72
	"	"	"	3.34	578	3.56	617	May 1, 72	Apr. 30, 73
	148	3	Mthly.	475		505		Apr. 1, 72	Dec. 31, 72
	Plumber	091	4	Hrly.	3.31	574	3.54	613	Nov. 1, 71
"		"	"	3.64	631	3.87	670	May 1, 72	Apr. 30, 73
Stationary Engineer 2	095	3	Mthly.	711		810		Jan. 1, 72	Dec. 31, 72
	154	5	Hrly.			4.52	783	Jan. 30, 72	Jan. 29, 73
	082	4	Mthly.			705		Oct. 1, 71	Apr. 30, 72
	"	"	"			740		May 1, 72	Sep. 30, 72
	"	"	"			800		Oct. 1, 72	Dec. 31, 72
Stationary Engineer 3	095	3	"	662		761		Jan. 1, 72	Dec. 31, 72
	154	5	Hrly.			4.42	766	Jan. 30, 72	Jan. 29, 73
	061	4	Mthly.			660		Oct. 1, 71	Apr. 30, 72
	"	"	"			705		May 1, 72	Sep. 30, 72
	"	"	"			750		Oct. 1, 72	Dec. 31, 72
	082	"	"			660		Oct. 1, 71	Apr. 30, 72
	"	"	"			705		May 1, 72	Sep. 30, 72
	"	"	"			750		Oct. 1, 72	Dec. 31, 72
	177	"	Hrly.			3.70	673	Jun. 1, 71	May 31, 72
	"	"	"			3.96	721	Jun. 1, 72	Dec. 31, 72
	"	"	"			4.06	739	Jan. 1, 73	May 31, 73
	089	3	"			4.25	737	Jan. 7, 72	Oct. 6, 72
	"	"	"			4.43	768	Oct. 7, 72	Jul. 6, 73
	"	"	"			4.61	799	Jul. 7, 73	Apr. 6, 74
	Stationary Engineer 4	024	"	Mthly.	535		590		Jan. 3, 72
"		"	"	545		600		Jul. 2, 72	Dec. 31, 72

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Stationary Engineer 4 (cont'd)	095	3	Mthly.	\$ 591	\$	\$ 690	\$	Jan. 1, 72	Dec. 31, 72
	154	5	Hrly.			3.40	589	Jan. 30, 72	Jan. 29, 73
	050	4	Mthly.			562		Jun. 1, 71	May 31, 72
	"	"	"			600		Jun. 1, 72	Dec. 31, 72
	"	"	"			620		Jan. 1, 73	May 31, 73
	148	3	"	505		535		Apr. 1, 72	Dec. 31, 72
	251	2	"			605		Jan. 1, 72	Jun. 30, 72
	"	"	"			640		Jul. 1, 72	Dec. 31, 72
Stationary Engineer's Helper	154	5	Hrly.			2.30	399	Jan. 30, 72	Jan. 29, 73
	050	4	Mthly.			422		Jun. 1, 71	May 31, 72
	"	"	"			450		Jun. 1, 72	Dec. 31, 72
	"	"	"			465		Jan. 1, 73	May 31, 73
	089	3	Hrly.			2.82	489	Jan. 7, 72	Oct. 6, 72
	"	"	"			3.00	520	Oct. 7, 72	Jul. 6, 73
					3.18	551	Jul. 7, 73	Apr. 6, 74	
<u>Nursing</u>									
Ambulance Driver -Attendant	049	4	"	2.72	442	3.02	491	Nov. 8, 71	May 7, 72
	"	"	"	2.93	476	3.26	529	May 8, 72	Apr. 30, 73
	192	2	Mthly.	421		466		Jan. 1, 72	Mar. 31, 72
	023	3	"	501		541		Nov. 15, 71	May 14, 72
	"	"	"	540		580		May 15, 72	May 14, 73
	147	1	"	448		505		Feb. 15, 72	Feb. 14, 73
	"	"	474		531		Feb. 15, 73	Feb. 14, 74	
Assistant Head Nurse	250	3	"	608		723		Jan. 1, 72	Jun. 30, 72
	"	"	"	618		733		Jul. 1, 72	Feb. 28, 73
	261	5	"	638		753		Jan. 1, 72	Dec. 31, 72
	262	3	"	592		692		Jan. 1, 71	Dec. 31, 71
	264	4	"	615		730		Jan. 1, 72	Jun. 30, 72
	"	"	"	625		740		Jul. 1, 72	Dec. 31, 72

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Graduate Nurse	250	3	Mthly.	\$ 548	\$	\$ 648	\$	Jan. 1, 72	Jun. 30, 72
	261	5	"	558		658		Jul. 1, 72	Feb. 28, 73
	262	3	"	560		614		Jan. 1, 72	Dec. 31, 72
				512		612		Jan. 1, 71	Dec. 31, 71
	264	4	"	555		655		Jan. 1, 72	Jun. 30, 72
	"	"	"	565		665		Jul. 1, 72	Dec. 31, 72
	247	"	"	570		624		Apr. 1, 72	Nov. 30, 72
	"	"	"	580		634		Dec. 1, 72	Mar. 31, 73
	176	2	"	580		670		Jan. 1, 72	Dec. 31, 72
Head Nurse	250	3	"	643		763		Jan. 1, 72	Jun. 30, 72
	"	"	"	653		773		Jul. 1, 72	Feb. 28, 73
Nurse's Aide	024	"	"	320		355		Jan. 3, 72	Jul. 1, 72
	"	"	"	330		375		Jul. 2, 72	Dec. 31, 72
	095	"	"	337		365		Jan. 1, 72	Dec. 31, 72
	140	5	"	334		379		Jan. 1, 72	Dec. 31, 72
	229	4	"	320		350		Jan. 1, 72	Jun. 30, 72
	"	"	"	350		380		Jul. 1, 72	Jun. 30, 73
	049	"	Hrly.	1.96	319	2.20	358	Nov. 8, 71	May 7, 72
	"	"	"	2.07	337	2.32	377	May 8, 72	Apr. 30, 73
	091	"	"	1.96	340	2.22	385	Nov. 1, 71	Apr. 30, 72
	"	"	"	2.08	360	2.34	405	May 1, 72	Apr. 30, 73
	192	2	Mthly.	310		325		Jan. 1, 72	Mar. 31, 72
	038	3	"	348		360		Jan. 1, 72	Jun. 30, 72
	054	1	"	336		380		Jan. 1, 72	Dec. 31, 72
	148	3	"	325		355		Apr. 1, 72	Dec. 31, 72
Registered Nurse	250	"	"	583		693		Jan. 1, 72	Jun. 30, 72
	"	"	"	593		703		Jul. 1, 72	Feb. 28, 73
	261	5	"	610		720		Jan. 1, 72	Dec. 31, 72
	262	3	"	550		650		Jan. 1, 71	Dec. 31, 71
	264	4	"	590		700		Jan. 1, 72	Jun. 30, 72
	"	"	"	600		710		Jul. 1, 72	Dec. 31, 72
	247	"	"	605		715		Apr. 1, 72	Nov. 30, 72
	"	"	"	615		725		Dec. 1, 72	Mar. 31, 73

TABLE 9 (CONT'D) NORTHEASTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly. Equi.	Agmt. Rate	Mthly. Equi.	From	To
Registered Nurse (cont'd)	176	2	Mthly.	\$ 615	\$	\$ 725	\$	Jan. 1, 72	Dec. 31, 72
Registered Nursing Assistant	024	3	"	430		480		Jan. 3, 72	Jul. 1, 72
	"	"	"	440		490		Jul. 2, 72	Dec. 31, 72
	095	"	"	487		533		Jan. 1, 72	Dec. 31, 72
	140	5	"	421		483		Jan. 1, 72	Dec. 31, 72
	229	4	"	414		465		Jan. 1, 72	Jun. 30, 72
	"	"	"	450		512		Jul. 1, 72	Jun. 30, 73
	061	"	"	413		443		Oct. 1, 71	Apr. 30, 72
	"	"	"	446		476		May 1, 72	Sep. 30, 72
	"	"	"	480		510		Oct. 1, 72	Dec. 31, 72
	082	"	"	413		443		Oct. 1, 71	Apr. 30, 72
	"	"	"	446		476		May 1, 72	Sep. 30, 72
	"	"	"	480		510		Oct. 1, 72	Dec. 31, 72
	049	"	Hrly.	2.36	384	2.62	426	Nov. 8, 71	May 7, 72
	"	"	"	2.61	424	2.88	467	May 8, 72	Apr. 30, 73
	091	"	"	2.36	409	2.62	454	Nov. 1, 71	Apr. 30, 72
	"	"	"	2.61	453	2.87	498	May 1, 72	Apr. 30, 73
	192	2	Mthly.	380		419		Jan. 1, 72	Mar. 31, 72
	258	1	Hrly.	2.49	432	2.67	463	Jan. 1, 72	Dec. 31, 72
	023	3	Mthly.	411		456		Nov. 15, 71	May 14, 72
	"	"	"	455		500		May 15, 72	May 14, 73
	038	"	"	417		465		Jan. 1, 72	Jun. 30, 72
	147	1	"	399		439		Feb. 15, 72	Feb. 14, 73
	"	"	"	423		465		Feb. 15, 73	Feb. 14, 74
	148	3	"	440		470		Apr. 1, 72	Dec. 31, 72
	194	1	Hrly.	2.41	418	2.66	461	Jan. 1, 72	Dec. 31, 72
	"	"	"	2.58	447	2.84	492	Jan. 1, 73	Dec. 31, 73

TABLE 10

HOURLY, WEEKLY, OR MONTHLY WAGE RATES FOR SELECTED OCCUPATIONS UNDER
HOSPITAL AGREEMENTS, LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Pay Period	Wage Data						
				Minimum		Maximum		Effective		
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To	
<u>Clerical</u>										
Clerk I	047	5	Mthly.	\$ 320	\$	\$ 352	\$	Jan. 1, 72	Jun. 30, 72	
	"	"	"	340		372		Jul. 1, 72	Dec. 31, 72	
	243	4	"	318		363		Jan. 1, 72	Jun. 30, 72	
	"	"	"	335		380		Jul. 1, 72	Dec. 31, 72	
	"	"	"	352		397		Jan. 1, 73	Jun. 30, 73	
	"	"	"	369		414		Jul. 1, 73	Dec. 31, 73	
	115	3	"	402		437		Jan. 1, 72	Dec. 31, 72	
	"	"	"	437		472		Jan. 1, 73	Dec. 31, 73	
	239	2	"	375		435		Jan. 1, 72	Jun. 30, 72	
	"	"	"	380		440		Jul. 1, 72	Dec. 31, 72	
	"	"	"	400		460		Jan. 1, 73	Jun. 30, 73	
	"	"	"	410		470		Jul. 1, 73	Dec. 31, 73	
Clerk II	047	5	"	348		380		Jan. 1, 72	Jun. 30, 72	
	"	"	"	368		400		Jul. 1, 72	Dec. 31, 72	
	243	4	"	326		371		Jan. 1, 72	Jun. 30, 72	
	"	"	"	345		390		Jul. 1, 72	Dec. 31, 72	
	"	"	"	365		410		Jan. 1, 73	Jun. 30, 73	
	"	"	"	384		429		Jul. 1, 73	Dec. 31, 73	
	115	3	"	428		463		Jan. 1, 72	Dec. 31, 72	
	"	"	"	463		498		Jan. 1, 73	Dec. 31, 73	
Clerk III	047	5	"	358		390		Jan. 1, 72	Jun. 30, 72	
	"	"	"	378		410		Jul. 1, 72	Dec. 31, 72	
	243	4	"	331		376		Jan. 1, 72	Jun. 30, 72	
	"	"	"	351		396		Jul. 1, 72	Dec. 31, 72	
	"	"	"	371		416		Jan. 1, 73	Jun. 30, 73	
	"	"	"	391		436		Jul. 1, 73	Dec. 31, 73	
Clerk IV	047	5	"	380		412		Jan. 1, 72	Jun. 30, 72	
	"	"	"	400		432		Jul. 1, 72	Dec. 31, 72	
	243	4	"	346		391		Jan. 1, 72	Jun. 30, 72	
	"	"	"	366		411		Jul. 1, 72	Dec. 31, 72	
	"	"	"	386		431		Jan. 1, 73	Jun. 30, 73	
	"	"	"	406		451		Jul. 1, 73	Dec. 31, 73	
Clerk V	047	5	"	411		443		Jan. 1, 72	Jun. 30, 72	
	"	"	"	431		463		Jul. 1, 72	Dec. 31, 72	
	243	4	"	382		427		Jan. 1, 72	Jun. 30, 72	
	"	"	"	402		447		Jul. 1, 72	Dec. 31, 72	
	"	"	"	423		468		Jan. 1, 73	Jun. 30, 73	

TABLE 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Clerk V (cont'd)	243	4	Mthly.	\$ 443	\$	\$ 488	\$	Jul. 1, 73	Dec. 31, 73
Clerk-Typist I	243	"	"	336		381		Jan. 1, 72	Jun. 30, 72
	"	"	"	356		401		Jul. 1, 72	Dec. 31, 72
	"	"	"	376		421		Jan. 1, 73	Jun. 30, 73
	"	"	"	396		441		Jul. 1, 73	Dec. 31, 73
	225	1	"	395		425		Jan. 1, 71	Dec. 31, 71
Clerk-Typist II	243	4	"	361		406		Jan. 1, 72	Jun. 30, 72
	"	"	"	381		426		Jul. 1, 72	Dec. 31, 72
	"	"	"	401		446		Jan. 1, 73	Jun. 30, 73
	"	"	"	421		466		Jul. 1, 73	Dec. 31, 73
Receptionist	115	3	"	385		428		Jan. 1, 72	Dec. 31, 72
	"	"	"	420		463		Jan. 1, 73	Dec. 31, 73
Switchboard or Telephone Operator	243	4	"	346		391		Jan. 1, 72	Jun. 30, 72
	"	"	"	366		411		Jul. 1, 72	Dec. 31, 72
	"	"	"	386		431		Jan. 1, 73	Jun. 30, 73
	"	"	"	406		451		Jul. 1, 73	Dec. 31, 73
<u>Dietary</u>									
Cook	022	3	"	439		469		Jan. 1, 72	Jun. 30, 72
	"	"	"	462		492		Jul. 1, 72	Dec. 31, 72
	"	"	"	485		515		Jan. 1, 73	Jun. 30, 73
	"	"	"	508		538		Jul. 1, 73	Dec. 31, 73
	026	4	"	439		469		Jan. 1, 72	Jun. 30, 72
	"	"	"	462		492		Jul. 1, 72	Dec. 31, 72
	"	"	"	485		515		Jan. 1, 73	Jun. 30, 73
	"	"	"	508		538		Jul. 1, 73	Dec. 31, 73
	045	5	"	439		469		Jan. 1, 72	Jun. 30, 72
	"	"	"	462		492		Jul. 1, 72	Dec. 31, 72
	"	"	"	485		515		Jan. 1, 73	Jun. 30, 73
	"	"	"	508		538		Jul. 1, 73	Dec. 31, 73
	067	4	"	439		469		Jan. 1, 72	Jun. 30, 72
	"	"	"	462		492		Jul. 1, 72	Dec. 31, 72
	"	"	"	485		515		Jan. 1, 73	Jun. 30, 73
	"	"	"	508		538		Jul. 1, 73	Dec. 31, 73
	093	"	"	439		469		Jan. 1, 72	Jun. 30, 72
	"	"	"	462		492		Jul. 1, 72	Dec. 31, 72
	"	"	"	485		515		Jan. 1, 73	Jun. 30, 73
	"	"	"	508		538		Jul. 1, 73	Dec. 31, 73

TABLE 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Date	Number Head	Pay Period	Wage Data					
				Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Cook (cont'd)	034	3	Mthly.	\$ 440	\$	\$ 470	\$	Jan. 1, 72	Dec. 31, 72
	115	"	"	523		565		Jan. 1, 72	Dec. 31, 72
	"	"	"	578		620		Jan. 1, 73	Dec. 31, 73
	239	2	"	395		435		Jan. 1, 72	Jun. 30, 72
	"	"	"	400		440		Jul. 1, 72	Dec. 31, 72
	"	"	"	420		460		Jan. 1, 73	Jun. 30, 73
	"	"	"	430		470		Jul. 1, 73	Dec. 31, 73
	170	1	"	439		469		Mar. 1, 72	Aug. 31, 72
	"	"	"	462		492		Sep. 1, 72	Feb. 28, 73
	"	"	"	485		515		Mar. 1, 73	Aug. 31, 73
	"	"	"	508		538		Sep. 1, 73	Feb. 28, 74
	Kitchen Helper (Female)	022	3	"	336		357		Jan. 1, 72
"		"	"	354		375		Jul. 1, 72	Dec. 31, 72
"		"	"	372		393		Jan. 1, 73	Jun. 30, 73
"		"	"	390		411		Jul. 1, 73	Dec. 31, 73
026		4	"	336		357		Jan. 1, 72	Jun. 30, 72
"		"	"	354		375		Jul. 1, 72	Dec. 31, 72
"		"	"	372		393		Jan. 1, 73	Jun. 30, 73
"		"	"	390		411		Jul. 1, 73	Dec. 31, 73
045		5	"	336		357		Jan. 1, 72	Jun. 30, 72
"		"	"	354		375		Jul. 1, 72	Dec. 31, 72
"		"	"	372		393		Jan. 1, 73	Jun. 30, 73
"		"	"	390		411		Jul. 1, 73	Dec. 31, 73
067		1	"	336		357		Jan. 1, 72	Jun. 30, 72
"		"	"	354		375		Jul. 1, 72	Dec. 31, 72
"		"	"	372		393		Jan. 1, 73	Jun. 30, 73
"		"	"	390		411		Jul. 1, 73	Dec. 31, 73
093		"	"	336		357		Jan. 1, 72	Jun. 30, 72
"		"	"	354		375		Jul. 1, 72	Dec. 31, 72
"		"	"	372		393		Jan. 1, 73	Jun. 30, 73
"		"	"	390		411		Jul. 1, 73	Dec. 31, 73
034		3	"	346		376		Jan. 1, 72	Dec. 31, 72
115		"	"	341		376		Jan. 1, 72	Dec. 31, 72
"		"	"	376		411		Jan. 1, 73	Dec. 31, 73
239		2	"	333		373		Jan. 1, 72	Jun. 30, 72
"		"	"	338		378		Jul. 1, 72	Dec. 31, 72
"		"	"	388		398		Jan. 1, 73	Jun. 30, 73
"		"	"	368		408		Jul. 1, 73	Dec. 31, 73
170		1	"	336		357		Mar. 1, 72	Aug. 31, 72
"		"	"	354		375		Sep. 1, 72	Feb. 28, 73

TABLE 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Kitchen Helper (female) (cont'd)	170	1	Mthly.	\$ 372	\$	\$ 393	\$	Mar. 1, 73	Aug. 31, 73
	"	"	"	390		411		Sep. 1, 73	Feb. 28, 74
	225	"	"	315		345		Jan. 1, 71	Dec. 31, 71
<u>Housekeeping</u>									
Laundry Helper (Female)	022	3	"	336		357		Jan. 1, 72	Jun. 30, 72
	"	"	"	354		375		Jul. 1, 72	Dec. 31, 72
	"	"	"	372		393		Jan. 1, 73	Jun. 30, 73
	"	"	"	390		411		Jul. 1, 73	Dec. 31, 73
	045	5	"	336		357		Jan. 1, 72	Jun. 30, 72
	"	"	"	354		375		Jul. 1, 72	Dec. 31, 72
	"	"	"	372		393		Jan. 1, 73	Jun. 30, 73
	"	"	"	390		411		Jul. 1, 73	Dec. 31, 73
	067	4	"	336		357		Jan. 1, 72	Jun. 30, 72
	"	"	"	354		375		Jul. 1, 72	Dec. 31, 72
	"	"	"	372		393		Jan. 1, 73	Jun. 30, 73
	"	"	"	390		411		Jul. 1, 73	Dec. 31, 73
	093	"	"	336		357		Jan. 1, 72	Jun. 30, 72
	"	"	"	354		375		Jul. 1, 72	Dec. 31, 72
	"	"	"	372		393		Jan. 1, 73	Jun. 30, 73
	"	"	"	390		411		Jul. 1, 73	Dec. 31, 73
	034	"	"	349		379		Jan. 1, 72	Dec. 31, 72
	115	3	"	358		393		Jan. 1, 72	Dec. 31, 72
	"	"	"	393		428		Jan. 1, 73	Dec. 31, 73
	239	2	"	333		373		Jan. 1, 72	Jun. 30, 72
	"	"	"	338		378		Jul. 1, 72	Dec. 31, 72
	"	"	"	358		398		Jan. 1, 73	Jun. 30, 73
	"	"	"	368		408		Jul. 1, 73	Dec. 31, 73
	170	1	"	336		357		Mar. 1, 72	Aug. 31, 72
	"	"	"	354		375		Sep. 1, 72	Feb. 28, 73
	"	"	"	372		393		Mar. 1, 73	Aug. 31, 73
	"	"	"	390		411		Sep. 1, 73	Feb. 28, 74
	225	"	"	315		345		Jan. 1, 71	Dec. 31, 71
Maid	022	3	"	336		357		Jan. 1, 72	Jun. 30, 72
	"	"	"	354		375		Jul. 1, 72	Dec. 31, 72
	"	"	"	372		393		Jan. 1, 73	Jun. 30, 73
	"	"	"	390		411		Jul. 1, 73	Dec. 31, 73
	026	4	"	336		357		Jan. 1, 72	Jun. 30, 72

TABLE 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Unit	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Hourly Rate	Monthly Equi.	Hourly Rate	Monthly Equi.	From	To
Maid (cont'd)	026	4	Mthly.	\$ 354	\$	\$ 375	\$	Jul. 1, 72	Dec. 31, 72
	"	"	"	372		393		Jan. 1, 73	Jun. 30, 73
	"	"	"	390		411		Jul. 1, 73	Dec. 31, 73
	045	5	"	356		357		Jan. 1, 72	Jun. 30, 72
	"	"	"	354		375		Jul. 1, 72	Dec. 31, 72
	"	"	"	372		393		Jan. 1, 73	Jun. 30, 73
	"	"	"	390		411		Jul. 1, 73	Dec. 31, 73
	067	4	"	356		357		Jan. 1, 72	Jun. 30, 72
	"	"	"	354		375		Jul. 1, 72	Dec. 31, 72
	"	"	"	372		393		Jan. 1, 73	Jun. 30, 73
	"	"	"	390		411		Jul. 1, 73	Dec. 31, 73
	093	"	"	336		357		Jan. 1, 72	Jun. 30, 72
	"	"	"	354		375		Jul. 1, 72	Dec. 31, 72
	"	"	"	372		393		Jan. 1, 73	Jun. 30, 73
	"	"	"	390		411		Jul. 1, 73	Dec. 31, 73
	034	3	"	346		376		Jan. 1, 72	Dec. 31, 72
	115	"	"	341		376		Jan. 1, 72	Dec. 31, 72
	"	"	"	376		411		Jan. 1, 73	Dec. 31, 73
	239	2	"	333		373		Jan. 1, 72	Jun. 30, 72
	"	"	"	338		378		Jul. 1, 72	Dec. 31, 72
	"	"	"	358		398		Jan. 1, 73	Jun. 30, 73
	"	"	"	368		408		Jul. 1, 73	Dec. 31, 73
	170	1	"	336		357		Mar. 1, 72	Aug. 31, 72
	"	"	"	354		375		Sep. 1, 72	Feb. 28, 73
	"	"	"	372		393		Mar. 1, 73	Aug. 31, 73
	"	"	"	390		411		Sep. 1, 73	Feb. 28, 74
	225	"	"	315		345		Jan. 1, 71	Dec. 31, 71
Orderly-Trained	022	3	"	470		506		Jan. 1, 72	Jun. 30, 72
	"	"	"	488		524		Jul. 1, 72	Dec. 31, 72
	"	"	"	506		542		Jan. 1, 73	Jun. 30, 73
	"	"	"	524		560		Jul. 1, 73	Dec. 31, 73
	026	4	"	470		506		Jan. 1, 72	Jun. 30, 72
	"	"	"	488		524		Jul. 1, 72	Dec. 31, 72
	"	"	"	506		542		Jan. 1, 73	Jun. 30, 73
	"	"	"	524		560		Jul. 1, 73	Dec. 31, 73
	045	5	"	470		506		Jan. 1, 72	Jun. 30, 72
	"	"	"	488		524		Jul. 1, 72	Dec. 31, 72
	"	"	"	506		542		Jan. 1, 73	Jun. 30, 73
	"	"	"	524		560		Jul. 1, 73	Dec. 31, 73
	067	4	"	470		506		Jan. 1, 72	Jun. 30, 72
	"	"	"	488		524		Jul. 1, 72	Dec. 31, 72

Occupation	Code	Number of Beds	Wage Data						Effective
			Pay Period	Minimum		Maximum		From	To
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.		
Orderly-Trained (cont'd)	067	4	Mthly.	\$ 506	\$	\$ 542	\$	Jan. 1, 73	Jun. 30, 73
	"	"	"	524		560		Jul. 1, 73	Dec. 31, 73
	093	"	"	470		506		Jan. 1, 72	Jun. 30, 72
	"	"	"	488		524		Jul. 1, 72	Dec. 31, 72
	"	"	"	506		542		Jan. 1, 73	Jun. 30, 73
	"	"	"	524		560		Jul. 1, 73	Dec. 31, 73
	034	3	"	447		477		Jan. 1, 72	Dec. 31, 72
	115	"	"	445		489		Jan. 1, 72	Dec. 31, 72
	"	"	"	480		524		Jan. 1, 73	Dec. 31, 73
	239	2	"	430		470		Jan. 1, 72	Jun. 30, 72
	"	"	"	435		475		Jul. 1, 72	Dec. 31, 72
	"	"	"	455		495		Jan. 1, 73	Jun. 30, 73
	"	"	"	465		505		Jul. 1, 73	Dec. 31, 73
	225	1	"	430		460		Jan. 1, 71	Dec. 31, 71
Porter-Cleaner	022	3	"	429		456		Jan. 1, 72	Jun. 30, 72
	"	"	"	447		474		Jul. 1, 72	Dec. 31, 72
	"	"	"	465		492		Jan. 1, 73	Jun. 30, 73
	"	"	"	483		510		Jul. 1, 73	Dec. 31, 73
	026	4	"	429		456		Jan. 1, 72	Jun. 30, 72
	"	"	"	447		474		Jul. 1, 72	Dec. 31, 72
	"	"	"	465		492		Jan. 1, 73	Jun. 30, 73
	"	"	"	483		510		Jul. 1, 73	Dec. 31, 73
	045	5	"	429		456		Jan. 1, 72	Jun. 30, 72
	"	"	"	447		474		Jul. 1, 72	Dec. 31, 72
	"	"	"	465		492		Jan. 1, 73	Jun. 30, 73
	"	"	"	483		510		Jul. 1, 73	Dec. 31, 73
	067	4	"	429		456		Jan. 1, 72	Jun. 30, 72
	"	"	"	447		474		Jul. 1, 72	Dec. 31, 72
	"	"	"	465		492		Jan. 1, 73	Jun. 30, 73
	"	"	"	483		510		Jul. 1, 73	Dec. 31, 73
	093	"	"	429		456		Jan. 1, 72	Jun. 30, 72
	"	"	"	447		474		Jul. 1, 72	Dec. 31, 72
	"	"	"	465		492		Jan. 1, 73	Jun. 30, 73
	"	"	"	483		510		Jul. 1, 73	Dec. 31, 73
	034	3	"	424		454		Jan. 1, 72	Dec. 31, 72
	115	"	"	452		495		Jan. 1, 72	Dec. 31, 72
	"	"	"	487		530		Jan. 1, 73	Dec. 31, 73
	225	1	"	335		365		Jan. 1, 71	Dec. 31, 71

TABLE 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data							
			Pay Period	Minimum		Maximum		Effective		
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To	
Seamstress	022	3	Mthly.	\$ 346	\$	\$ 367	\$	Jan. 1, 72	Jun. 30, 72	
	"	"	"	364		385		Jul. 1, 72	Dec. 31, 72	
	"	"	"	382		403		Jan. 1, 73	Jun. 30, 73	
	"	"	"	400		421		Jul. 1, 73	Dec. 31, 73	
	026	4	"	346		367		Jan. 1, 72	Jun. 30, 72	
	"	"	"	364		385		Jul. 1, 72	Dec. 31, 72	
	"	"	"	382		403		Jan. 1, 73	Jun. 30, 73	
	"	"	"	400		421		Jul. 1, 73	Dec. 31, 73	
	045	5	"	346		367		Jan. 1, 72	Jun. 30, 72	
	"	"	"	364		385		Jul. 1, 72	Dec. 31, 72	
	"	"	"	382		403		Jan. 1, 73	Jun. 30, 73	
	"	"	"	400		421		Jul. 1, 73	Dec. 31, 73	
	067	4	"	346		367		Jan. 1, 72	Jun. 30, 72	
	"	"	"	364		385		Jul. 1, 72	Dec. 31, 72	
	"	"	"	382		403		Jan. 1, 73	Jun. 30, 73	
	"	"	"	400		421		Jul. 1, 73	Dec. 31, 73	
	093	"	"	346		367		Jan. 1, 72	Jun. 30, 72	
	"	"	"	364		385		Jul. 1, 72	Dec. 31, 72	
	"	"	"	382		403		Jan. 1, 73	Jun. 30, 73	
	"	"	"	400		421		Jul. 1, 73	Dec. 31, 73	
	034	3	"		368		398		Jan. 1, 72	Dec. 31, 72
	115	"	"	"	358		393		Jan. 1, 72	Dec. 31, 72
	"	"	"	"	393		428		Jan. 1, 73	Dec. 31, 73
	239	2	"	"	333		373		Jan. 1, 72	Jun. 30, 72
	"	"	"	"	338		378		Jul. 1, 72	Dec. 31, 72
	"	"	"	"	358		398		Jan. 1, 73	Jun. 30, 73
	"	"	"	"	368		408		Jul. 1, 73	Dec. 31, 73
	Washman	115	3	"	452		495		Jan. 1, 72	Dec. 31, 72
		"	"	"	487		530		Jan. 1, 73	Dec. 31, 73
		239	2	"	344		384		Jan. 1, 72	Jun. 30, 72
"		"	"	349		389		Jul. 1, 72	Dec. 31, 72	
"		"	"	369		409		Jan. 1, 73	Jun. 30, 73	
"	"	"	"	379		419		Jul. 1, 73	Dec. 31, 73	
<u>Maintenance & Engineering</u>										
Electrician	046	5	"	561		582		Jan. 1, 72	Jun. 30, 72	
	"	"	"	590		611		Jul. 1, 72	Dec. 31, 72	
Groundsman	134	4	"	460		494		Dec. 1, 71	Dec. 31, 72	

TABLE 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agrt. Rate	Mthly Equi.	Agrt. Rate	Mthly Equi.	From	To
Handyman	045	5	Mthly.	\$ 434	\$	\$ 461	\$	Jan. 1, 72	Jun. 30, 72
	"	"	"	452		479		Jul. 1, 72	Dec. 31, 72
	"	"	"	470		497		Jan. 1, 73	Jun. 30, 73
	"	"	"	488		515		Jul. 1, 73	Dec. 31, 73
	067	4	"	434		461		Jan. 1, 72	Jun. 30, 72
	"	"	"	452		479		Jul. 1, 72	Dec. 31, 72
	"	"	"	470		497		Jan. 1, 73	Jun. 30, 73
	"	"	"	488		515		Jul. 1, 73	Dec. 31, 73
	093	"	"	434		461		Jan. 1, 72	Jun. 30, 72
	"	"	"	452		479		Jul. 1, 72	Dec. 31, 72
	"	"	"	470		497		Jan. 1, 73	Jun. 30, 73
	"	"	"	488		515		Jul. 1, 73	Dec. 31, 73
	034	3	"	449		479		Jan. 1, 72	Dec. 31, 72
	115	"	"	452		495		Jan. 1, 72	Dec. 31, 72
"	"	"	487		530		Jan. 1, 73	Dec. 31, 73	
Maintenance Man	045	5	"	461		491		Jan. 1, 72	Jun. 30, 72
	"	"	"	479		509		Jul. 1, 72	Dec. 31, 72
	"	"	"	497		527		Jan. 1, 73	Jun. 30, 73
	"	"	"	515		545		Jul. 1, 73	Dec. 31, 73
	067	4	"	461		491		Jan. 1, 72	Jun. 30, 72
	"	"	"	479		509		Jul. 1, 72	Dec. 31, 72
	"	"	"	497		527		Jan. 1, 73	Jun. 30, 73
	"	"	"	515		545		Jul. 1, 73	Dec. 31, 73
	093	"	"	461		491		Jan. 1, 72	Jun. 30, 72
	"	"	"	479		509		Jul. 1, 72	Dec. 31, 72
	"	"	"	497		527		Jan. 1, 73	Jun. 30, 73
	"	"	"	515		545		Jul. 1, 73	Dec. 31, 73
	134	"	"	516		540		Dec. 1, 71	Dec. 31, 72
	034	3	"	478		508		Jan. 1, 72	Dec. 31, 72
170	1	"	461		491		Mar. 1, 72	Aug. 31, 72	
"	"	"	479		509		Sep. 1, 72	Feb. 28, 73	
"	"	"	497		527		Mar. 1, 73	Aug. 31, 73	
"	"	"	515		545		Sep. 1, 73	Feb. 28, 74	
Maintenance Man I	115	3	"	505		540		Jan. 1, 72	Dec. 31, 72
	"	"	"	540		575		Jan. 1, 73	Dec. 31, 73
Maintenance Man II	115	"	"	470		505		Jan. 1, 72	Dec. 31, 72
	"	"	"	505		540		Jan. 1, 73	Dec. 31, 73

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Painter	134	4	Mthly.	\$ 491	\$	\$ 535	\$	Dec. 1, 71	Dec. 31, 72
Stationary Engineer 2	134	"	"	653		675		Dec. 1, 71	Dec. 31, 72
Stationary Engineer 3	046	5	"	622		646		Jan. 1, 72	Jun. 30, 72
	"	"	"	651		675		Jul. 1, 72	Dec. 31, 72
	068	4	"	622		646		Jan. 1, 72	Jun. 30, 72
	"	"	"	651		675		Jul. 1, 72	Dec. 31, 72
	094	"	"	622		646		Jan. 1, 72	Jun. 30, 72
	"	"	"	651		675		Jul. 1, 72	Dec. 31, 72
	115	3	"	565		590		Jan. 1, 72	Dec. 31, 72
	"	"	"	620		645		Jan. 1, 73	Dec. 31, 73
	225	1	"	520		550		Jan. 1, 71	Dec. 31, 71
Stationary Engineer 4	068	4	"	586		607		Jan. 1, 72	Jun. 30, 72
	"	"	"	615		636		Jul. 1, 72	Dec. 31, 72
	094	"	"	586		607		Jan. 1, 72	Jun. 30, 72
	"	"	"	615		636		Jul. 1, 72	Dec. 31, 72
	158	3	Hrly.			3.42	622	Jan. 1, 72	Dec. 31, 72
	115	"	Mthly.	540		565		Jan. 1, 72	Dec. 31, 72
	"	"	"	595		620		Jan. 1, 73	Dec. 31, 73
	018	2	"			645		Jan. 1, 72	Dec. 31, 72
	020	1	"			545		Jul. 1, 71	Jun. 30, 72
	225	"	"	485		515		Jan. 1, 71	Dec. 31, 71
<u>Nursing</u>									
Ambulance Driver-Attendant	239	2	"			475		Jan. 1, 72	Jun. 30, 72
	"	"	"			480		Jul. 1, 72	Dec. 31, 72
	"	"	"			500		Jan. 1, 73	Jun. 30, 73
	"	"	"			510		Jul. 1, 73	Dec. 31, 73
Ambulance Driver-Attendant I	115	3	"	490		534		Jan. 1, 72	Dec. 31, 72
	"	"	"	525		567		Jan. 1, 73	Dec. 31, 73

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Ambulance Driver-Attendant II	115	3	Mthly.	\$ 510	\$	\$ 553	\$	Jan. 1, 72	Dec. 31, 72
	"	"	"	565		608		Jan. 1, 73	Dec. 31, 73
Assistant Head Nurse	202	5	"	636		746		Jan. 1, 72	Jun. 30, 72
	"	"	"	660		770		Jul. 1, 72	Dec. 31, 72
Graduate Nurse	202	"	"	563		653		Jan. 1, 72	Jun. 30, 72
	"	"	"	587		677		Jul. 1, 72	Dec. 31, 72
	246	1	"			560		Jan. 1, 72	Dec. 31, 72
	"	"	"			600		Jan. 1, 73	Dec. 31, 73
Head Nurse	246	"	"	670		780		Jan. 1, 72	Dec. 31, 72
	"	"	"	710		820		Jan. 1, 73	Dec. 31, 73
Nurse's Aide	022	3	"	351		372		Jan. 1, 72	Jun. 30, 72
	"	"	"	369		390		Jul. 1, 72	Dec. 31, 72
	"	"	"	387		408		Jan. 1, 73	Jun. 30, 73
	"	"	"	405		426		Jul. 1, 73	Dec. 31, 73
	026	4	"	351		372		Jan. 1, 72	Jun. 30, 72
	"	"	"	369		390		Jul. 1, 72	Dec. 31, 72
	"	"	"	387		408		Jan. 1, 73	Jun. 30, 73
	"	"	"	405		426		Jul. 1, 73	Dec. 31, 73
	045	5	"	351		372		Jan. 1, 72	Jun. 30, 72
	"	"	"	369		390		Jul. 1, 72	Dec. 31, 72
	"	"	"	387		408		Jan. 1, 73	Jun. 30, 73
	"	"	"	405		426		Jul. 1, 73	Dec. 31, 73
	067	4	"	351		372		Jan. 1, 72	Jun. 30, 72
	"	"	"	369		390		Jul. 1, 72	Dec. 31, 72
	"	"	"	387		408		Jan. 1, 73	Jun. 30, 73
	"	"	"	405		426		Jul. 1, 73	Dec. 31, 73
	093	"	"	351		372		Jan. 1, 72	Jun. 30, 72
	"	"	"	369		390		Jul. 1, 72	Dec. 31, 72
	"	"	"	387		408		Jan. 1, 73	Jun. 30, 73
	"	"	"	405		426		Jul. 1, 73	Dec. 31, 73
	034	3	"	361		391		Jan. 1, 72	Dec. 31, 72
	115	"	"	358		393		Jan. 1, 72	Dec. 31, 72
	"	"	"	393		428		Jan. 1, 73	Dec. 31, 73
	239	2	"	349		369		Jan. 1, 72	Jun. 30, 72
	"	"	"	354		374		Jul. 1, 72	Dec. 31, 72
	"	"	"	374		394		Jan. 1, 73	Jun. 30, 73
	"	"	"	384		404		Jul. 1, 73	Dec. 31, 73

TABLE 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equi.	Agmt. Rate	Mthly Equi.	From	To
Nurse's Aide (cont'd)	225	1	Mthly.	\$ 345	\$	\$ 375	\$	Jan. 1, 71	Dec. 31, 71
Registered Nurse	202	5	"	598		698		Jan. 1, 72	Jun. 30, 72
	"	"	"	622		722		Jul. 1, 72	Dec. 31, 72
	246	1	"	600		700		Jan. 1, 72	Dec. 31, 72
	"	"	"	640		740		Jan. 1, 73	Dec. 31, 73
Registered Nursing Assistant	022	3	"	426		466		Jan. 1, 72	Jun. 30, 72
	"	"	"	451		491		Jul. 1, 72	Dec. 31, 72
	"	"	"	476		516		Jan. 1, 73	Jun. 30, 73
	"	"	"	501		541		Jul. 1, 73	Dec. 31, 73
	026	"	"	426		466		Jan. 1, 72	Jun. 30, 72
	"	"	"	451		491		Jul. 1, 72	Dec. 31, 72
	"	"	"	476		516		Jan. 1, 73	Jun. 30, 73
	"	"	"	501		541		Jul. 1, 73	Dec. 31, 73
	067	"	"	426		466		Jan. 1, 72	Jun. 30, 72
	"	"	"	451		491		Jul. 1, 72	Dec. 31, 72
	"	"	"	476		516		Jan. 1, 73	Jun. 30, 73
	"	"	"	501		541		Jul. 1, 73	Dec. 31, 73
	093	"	"	426		466		Jan. 1, 72	Jun. 30, 72
	"	"	"	451		491		Jul. 1, 72	Dec. 31, 72
	"	"	"	476		516		Jan. 1, 73	Jun. 30, 73
	"	"	"	501		541		Jul. 1, 73	Dec. 31, 73
	108	5	"	423		463		Apr. 1, 72	Dec. 31, 72
	"	"	"	448		488		Jan. 1, 73	Jun. 30, 73
	"	"	"	473		513		Jul. 1, 73	Dec. 31, 73
	115	3	"	445		489		Jan. 1, 72	Dec. 31, 72
	"	"	"	480		524		Jan. 1, 73	Dec. 31, 73
	239	2	"	430		470		Jan. 1, 72	Jun. 30, 72
	"	"	"	435		475		Jul. 1, 72	Dec. 31, 72
	"	"	"	455		495		Jan. 1, 73	Jun. 30, 73
	"	"	"	465		505		Jul. 1, 73	Dec. 31, 73
	170	1	"	426		466		Mar. 1, 72	Aug. 31, 72
	"	"	"	451		491		Sep. 1, 72	Dec. 31, 72
	"	"	"	451		491		Jan. 1, 73	Feb. 28, 73
	"	"	"	476		516		Mar. 1, 73	Aug. 31, 73
	"	"	"	501		541		Sep. 1, 73	Feb. 28, 74
	225	"	"	430		460		Jan. 1, 71	Dec. 31, 71

TABLE 10 (CONT'D) LAKEHEAD-NORTHWESTERN ONTARIO ECONOMIC REGION

Occupation	Code	Number of Beds	Wage Data						
			Pay Period	Minimum		Maximum		Effective	
				Agmt. Rate	Mthly Equiv.	Agmt. Rate	Mthly Equiv.	From	To
<u>Nursing Education</u>									
Teacher	202 "	5 "	Mthly. "	\$ 684 708	\$	\$ 794 818	\$	Jan. 1, 72 Jul. 1, 72	Jun. 30, 72 Dec. 31, 72

APPENDIX I

LIST OF AGREEMENTS
BY HOSPITAL AND UNION

APPENDIX I - LIST OF AGREEMENTS BY HOSPITAL AND UNION

<u>Code</u>	<u>Hospital and Union</u>	<u>Code</u>	<u>Hospital and Union</u>
001	AJAX AND PICKERING GENERAL HOSPITAL; and Public Employees, 906	016	RELIGIOUS HOSPITALERS OF HOTEL DIEU OF ST. JOSEPH, Windsor; and Service Employees, 210
002	BAYCREST HOSPITAL, Toronto; and Service Employees, 204	017	DOUGLAS MEMORIAL HOSPITAL, Fort Erie; and International Operating Engineers, 772
003	ALEXANDRA HOSPITAL, Ingersoll; and International Operating Engineers, 772	018	DRYDEN DISTRICT GENERAL HOSPITAL; and International Operating Engineers, 865
004	BOWMANVILLE MEMORIAL HOSPITAL; and Canadian Operating Engineers, 101	019	ESSEX HEALTH ASSOCIATION, Windsor; and Service Employees, 210
005	BELLEVILLE GENERAL HOSPITAL; and International Operating Engineers, 796	020	GERALDTON DISTRICT HOSPITAL; and International Operating Engineers, 865
006	BROCKVILLE GENERAL HOSPITAL; and Public Employees, 252	021	GEORGETOWN AND DISTRICT MEMORIAL HOSPITAL; and Public Employees, 145
007	CORNWALL GENERAL HOSPITAL; and Public Employees, 783	022	WESTMOUNT HOSPITAL, Thunder Bay; and Service Employees, 268
008	CHATHAM PUBLIC GENERAL HOSPITAL; and Canadian Operating Engineers, 107	023	ST. JOSEPH'S GENERAL HOSPITAL, Elliot Lake; and Service Employees, 478
009	HAMILTON CIVIC HOSPITALS; and International Operating Engineers, 772	024	SUDBURY AND ALGOMA SANATORIUM; and Public Employees, 258
010	ST. CATHARINES GENERAL HOSPITAL; and International Operating Engineers, 772	025	ST. FRANCIS GENERAL HOSPITAL, Smiths Falls; and International Operating Engineers, 796
011	HOTEL DIEU HOSPITAL, St. Catharines; and Canadian Operating Engineers, 103	026	FORT WILLIAM SANATORIUM, Thunder Bay; and Service Employees, 268
012	ST. JOSEPH'S HOSPITAL, Chatham; and International Operating Engineers, 772	027	GUELPH GENERAL HOSPITAL; and Public Employees, 57
013	RELIGIOUS HOSPITALERS OF ST. JOSEPH OF HOTEL DIEU OF KINGSTON; and International Operating Engineers, 729	028	GREATER NIAGARA GENERAL HOSPITAL, Niagara Falls; and Service Employees, 204
014	ST. MICHAEL'S HOSPITAL, Toronto; and International Operating Engineers, 796	029	SALVATION ARMY GRACE HOSPITAL, Toronto; and Canadian Operating Engineers, 101
015	RIVERSIDE HOSPITAL OF OTTAWA (Maint. Dept.); and International Operating Engineers, 796	030	SALVATION ARMY GRACE HOSPITAL, Ottawa; and International Operating Engineers, 796

<u>Code</u>	<u>Hospital and Union</u>	<u>Code</u>	<u>Hospital and Union</u>
031	GUELPH HOMEWOOD SANATORIUM; and Canadian Operating Engineers, 104	050	NORTH BAY CIVIC HOSPITAL; and International Operating Engineers, 796
032	HAMILTON CIVIC HOSPITALS; and Public Employees, 794	051	NORTHWESTERN GENERAL HOSPITAL, Toronto; and Canadian Operating Engineers, 101
033	WINDSOR METROPOLITAN GENERAL HOSPITAL; and Nurses' Association	052	OSHAWA GENERAL HOSPITAL; and Public Employees, 45
034	LAKE OF THE WOODS DISTRICT HOSPITAL, Kenora; and Public Employees, 822	053	OSHAWA GENERAL HOSPITAL; and Canadian Operating Engineers, 101
035	KINGSTON GENERAL HOSPITAL; and Public Employees, 931	054	SMOOTH ROCK FALLS HOSPITAL; and Office Employees 161
036	HOTEL DIEU HOSPITAL, St. Catharines; and Public Employees, 1097	055	OTTAWA CIVIC HOSPITAL; and Public Employees, 576
037	KITCHENER-WATERLOO HOSPITAL; and Canadian Operating Engineers, 104	056	OWEN SOUND GENERAL AND MARINE HOSPITAL; and Public Employees, 48
038	LADY MINTO HOSPITAL, Cochrane; and Public Employees, 238	057	OAKVILLE-TRAFALGAR MEMORIAL HOSPITAL; and Canadian Operating Engineers, 108
040	LEAMINGTON DISTRICT MEMORIAL HOSPITAL; and Service Employees, 210	058	SYDENHAM DISTRICT HOSPITAL, Wallaceburg; and Nurses' Association
041	WINCHESTER DISTRICT MEMORIAL HOSPITAL; and International Operating Engineers, 796	059	PEEL MEMORIAL HOSPITAL, Brampton; and Service Employees, 204
042	WINDSOR METROPOLITAN GENERAL HOSPITAL; and Service Employees, 210	060	PEEL MEMORIAL HOSPITAL, Brampton; and Canadian Operating Engineers, 101
043	MILTON DISTRICT HOSPITAL; and Public Employees, 815	061	PLUMMER MEMORIAL PUBLIC HOSPITAL, Sault Ste. Marie; and Service Employees, 268
044	PEEL MEMORIAL HOSPITAL, Brampton; and Nurses' Association	062	MEAFORD GENERAL HOSPITAL; and Service Employees, 220
045	MCKELLAR GENERAL HOSPITAL, Thunder Bay; and Service Employees, 268	063	PERLEY HOSPITAL, Ottawa; and Public Employees, 870
046	MCKELLAR GENERAL HOSPITAL, Thunder Bay, and International Operating Engineers, 865	064	PETERBOROUGH CIVIC HOSPITAL; and International Operating Engineers, 796
047	MCKELLAR GENERAL HOSPITAL, Thunder Bay; and Office Employees, 81	065	PETERBOROUGH CIVIC HOSPITAL; and Public Employees, 19
048	NEW MOUNT SINAI HOSPITAL, Toronto; and International Operating Engineers, 796	066	QUEENSWAY GENERAL HOSPITAL, Toronto; and Canadian Operating Engineers, 101
049	NORTH BAY CIVIC HOSPITAL; and Public Employees, 139	067	PORT ARTHUR GENERAL HOSPITAL, Thunder Bay; and Service Employees, 268
		068	PORT ARTHUR GENERAL HOSPITAL, Thunder Bay; and International Operating Engineers, 865

<u>Code</u>	<u>Hospital and Union</u>
069	RIVERDALE HOSPITAL, Toronto; and Canadian Operating Engineers, 101
070	RIVERDALE HOSPITAL, Toronto; and Public Employees, 79
071	NEW MOUNT SINAI HOSPITAL, Toronto; and Service Employees, 204
072	SALVATION ARMY GRACE HOSPITAL, Ottawa; and Public Employees, 883
073	SALVATION ARMY GRACE HOSPITAL, Toronto; and Public Employees, 929
074	SALVATION ARMY GRACE HOSPITAL, Windsor; and Service Employees, 210
075	SALVATION ARMY GRACE HOSPITAL, Windsor; and Canadian Operating Engineers, 102
076	ROSS MEMORIAL HOSPITAL, Lindsay; and International Operating Engineers, 796
077	ROYAL VICTORIA HOSPITAL, Barrie; and International Operating Engineers, 796
078	RUNNEYMEDE HOSPITAL, Toronto; and International Operating Engineers, 796
079	SARNIA GENERAL HOSPITAL; and Service Employees, 220
080	SARNIA GENERAL HOSPITAL; and Office Employees, 347
081	TORONTO EAST GENERAL AND ORTHOPAEDIC HOSPITAL; and Service Employees, 204
082	SAULT STE. MARIE GENERAL HOSPITAL; and Service Employees, 268
083	ST. VINCENT HOSPITAL, Ottawa; and Nurses' Association
084	ST. VINCENT HOSPITAL, Ottawa; and International Operating Engineers, 796
085	ST. CATHARINES GENERAL HOSPITAL; and Service Employees, 204
086	ST. JOHN'S CONVALESCENT HOSPITAL, Toronto; and Public Employees, 790
087	ST. JOSEPH'S HOSPITAL, Brantford; and International Operating Engineers, 772

<u>Code</u>	<u>Hospital and Union</u>
088	ST. JOSEPH'S HOSPITAL, Brantford; and Service Employees, 204
089	ST. JOSEPH'S GENERAL HOSPITAL, Elliot Lake; and International Operating Engineers, 796
090	ST. JOSEPH'S HOSPITAL, Hamilton; and Public Employees, 786
091	ST. JOSEPH'S GENERAL HOSPITAL, North Bay, and Service Employees, 478
092	ST. JOSEPH'S GENERAL HOSPITAL, Peterborough; and Public Employees, 243
093	ST. JOSEPH'S GENERAL HOSPITAL, Thunder Bay; and Service Employees, 268
094	ST. JOSEPH'S GENERAL HOSPITAL, Thunder Bay; and International Operating Engineers, 865
095	ST. JOSEPH'S HOSPITAL (GRAY NUNS OF THE CROSS), Sudbury; and Public Employees, 161
096	ALEXANDRA MARINE AND GENERAL HOSPITAL, Coderich; and Service Employees, 210
097	PROVIDENCE VILLA AND HOSPITAL, Toronto; and International Operating Engineers, 796
098	MONTFORT HOSPITAL, Ottawa; and International Operating Engineers, 796
099	ST. MARY'S GENERAL HOSPITAL, Kitchener; and Canadian Operating Engineers, 104
100	KINGSTON GENERAL HOSPITAL; and Nurses' Association
101	ST. PETER'S INFIRMARY, Hamilton; and Public Employees, 778
102	SCARBOROUGH GENERAL HOSPITAL, Toronto; and International Operating Engineers, 796
103	SOUTH WATERLOO MEMORIAL HOSPITAL, Galt; and Service Employees, 204
104	MISSISSAUGA HOSPITAL; and Canadian Operating Engineers, 101
105	SOUTH WATERLOO MEMORIAL HOSPITAL, Galt; and International Operating Engineers, 772
106	STRATFORD GENERAL HOSPITAL; and Public Employees, 424

<u>Code</u>	<u>Hospital and Union</u>
107	BELLEVILLE GENERAL HOSPITAL; and Service Employees, 663
108	MCKELLAR GENERAL HOSPITAL, Thunder Bay; and Public Employees, 1409
109	NATIONAL SANITARIUM ASSOCIATION (TORONTO HOSPITAL); and Service Employees, 204
110	TORONTO GENERAL HOSPITAL; and Service Employees, 204
111	TORONTO GENERAL HOSPITAL; and Canadian Operating Engineers, 101
112	TORONTO EAST GENERAL AND ORTHOPAEDIC HOSPITAL; and Canadian Operating Engineers, 101
113	TORONTO WESTERN HOSPITAL; and Canadian Union of General Employees
114	TORONTO WESTERN HOSPITAL; and Canadian Operating Engineers, 101
115	LA VERENDRYE HOSPITAL, Fort Frances; and Public Employees, 795
116	ST. ANDREWS HOSPITAL, Midland; and Service Employees, 204
117	WELLAND COUNTY GENERAL HOSPITAL; and Service Employees, 294
118	WELLAND COUNTY GENERAL HOSPITAL; and International Operating Engineers, 772
119	PERTH DISTRICT GREAT WAR MEMORIAL HOSPITAL; and International Operating Engineers, 796
120	WELLESLEY HOSPITAL, Toronto; and International Operating Engineers, 796
121	WELLESLEY HOSPITAL, Toronto; and Service Employees, 204
122	ETOBICOKE GENERAL HOSPITAL, Toronto; and Canadian Operating Engineers, 545
124	WOMEN'S CHRISTIAN ASSOCIATION OF LONDON (PARKWOOD HOSPITAL); and Service Employees, 220

<u>Code</u>	<u>Hospital and Union</u>
125	RIVERVIEW HEALTH ASSOCIATION (RIVERVIEW HOSPITAL), Windsor; and Service Employees, 210
126	WOODSTOCK GENERAL HOSPITAL; and Service Employees, 220
127	WOODSTOCK GENERAL HOSPITAL; and International Operating Engineers, 772
128	YORK COUNTY HOSPITAL, Newmarket; and Service Employees, 204
130	ST. JOSEPH'S GENERAL HOSPITAL, Peterborough; and Nurses' Association
131	OTTAWA GENERAL HOSPITAL; and Service Employees Federation, 25
132	KINGSTON GENERAL HOSPITAL; and Public Employees, 22
133	OTTAWA GENERAL HOSPITAL; and International Operating Engineers, 796
134	FORT WILLIAM SANATORIUM, Thunder Bay; and International Operating Engineers, 865
135	UNIVERSITY HOSPITAL, London; and Service Employees, 220
136	CARLETON PLACE AND DISTRICT MEMORIAL HOSPITAL; and International Operating Engineers, 796
137	NORTH YORK GENERAL HOSPITAL, Toronto; and International Operating Engineers, 796
138	HAWKESBURY AND DISTRICT GENERAL HOSPITAL; and Service Employees Federation, 75
139	VICTORIA HOSPITAL, London; and Service Employees, 220
140	SUDBURY GENERAL HOSPITAL OF THE IMMACULATE HEART OF MARY; and Public Employees, 1023
141	COLLINGWOOD GENERAL AND MARINE HOSPITAL; and Service Employees, 204
142	ROYAL VICTORIA HOSPITAL, Barrie; and Service Employees, 204
143	BRANTFORD GENERAL HOSPITAL; and Service Employees, 204

<u>Code</u>	<u>Hospital and Union</u>
144	ST. THOMAS-ELGIN GENERAL HOSPITAL; and Service Employees, 220
145	ROYAL OTTAWA HOSPITAL; and International Operating Engineers, 796
146	OTTAWA CIVIC HOSPITAL (Physical Plant Dept.); and International Operating Engineers, 796
147	ANSON GENERAL HOSPITAL, Iroquois Falls; and District 50 (A.T.W.), 13911
148	TEMISKAMING GENERAL HOSPITAL, Haileybury; and Public Employees, 904
149	HAMILTON HEALTH ASSOCIATION; and Public Employees, 839
150	BELLEVILLE GENERAL HOSPITAL; and Service Employees, 663
151	ORILLIA SOLDIERS' MEMORIAL HOSPITAL; and Service Employees, 204
152	ST. JOSEPH'S HOSPITAL, Toronto; and Canadian Operating Engineers, 101
153	RIVERDALE HOSPITAL, Toronto; and Public Employees, 43
154	SUDBURY GENERAL HOSPITAL OF THE IMMACULATE HEART OF MARY; and International Operating Engineers, 796
155	OSHAWA GENERAL HOSPITAL; and Nurses' Association
156	TRENTON MEMORIAL HOSPITAL; and Service Employees, 183
157	QUEEN ELIZABETH HOSPITAL, Toronto; and International Operating Engineers, 796
158	LAKE OF THE WOODS DISTRICT HOSPITAL, Kenora; and International Operating Engineers, 940
159	WATERLOO COUNTY HEALTH ASSOCIATION (FREEPORT SANATORIUM), Kitchener; and Service Employees, 220

<u>Code</u>	<u>Hospital and Union</u>
160	SUNNYBROOK HOSPITAL, Toronto; and International Operating Engineers, 796
161	ST. VINCENT HOSPITAL, Ottawa; and Service Employees Federation, 25
162	RIVERVIEW HEALTH ASSOCIATION (RIVERVIEW HOSPITAL), Windsor; and Nurses' Association
163	KEMPTVILLE DISTRICT HOSPITAL; and International Operating Engineers, 796
164	ORILLIA SOLDIERS' MEMORIAL HOSPITAL; and International Operating Engineers, 796
165	ROYAL OTTAWA HOSPITAL; and Public Employees, 942
166	YORK CENTRAL HOSPITAL, Richmond Hill; and Canadian Operating Engineers, 101
167	BURLINGTON-NELSON HOSPITAL; and International Operating Engineers, 772
168	BELLEVILLE GENERAL HOSPITAL; and Service Employees, 183
169	BOWMANVILLE MEMORIAL HOSPITAL; and Public Employees, 137
170	ATIKOKAN GENERAL HOSPITAL; and Service Employees, 268
171	DUFFERIN AREA HOSPITAL, Orangeville; and Service Employees, 204
172	RELIGIOUS HOSPITALERS OF HOTEL DIEU OF ST. JOSEPH, Windsor; and Canadian Operating Engineers, 102
173	CHATHAM PUBLIC GENERAL HOSPITAL; and Service Employees, 210
175	ST. JOSEPH'S HOSPITAL, Guelph; and Public Employees, 1033
176	ST. JOSEPH'S GENERAL HOSPITAL, Blind River; and Nurses' Association
177	ST. JOSEPH'S GENERAL HOSPITAL, North Bay; and International Operating Engineers, 796
178	NATIONAL SANITARIUM ASSOCIATION (TORONTO HOSPITAL); and International Operating Engineers, 796
179	WINDSOR METROPOLITAN GENERAL HOSPITAL; and Canadian Operating Engineers, 102

<u>Code</u>	<u>Hospital and Union</u>	<u>Code</u>	<u>Hospital and Union</u>
180	ESSEX HEALTH ASSOCIATION, Windsor; and Canadian Operating Engineers, 102	199	BELLEVILLE GENERAL HOSPITALS; and Nurses' Association
181	JOSEPH BRANT MEMORIAL HOSPITAL (BURLINGTON-NELSON HOSPITAL); and Public Employees, 1065	200	WEST HALDIMAND GENERAL HOSPITAL, Hagersville; and Service Employees, 532
182	SUNNYBROOK HOSPITAL, Toronto; and Service Employees, 777	201	QUEENSWAY GENERAL HOSPITAL, Toronto; and Nurses' Association
183	NORFOLK HOSPITAL ASSOCIATION, Simcoe; and Service Employees, 220	202	MCKELLAR GENERAL HOSPITAL, Thunder Bay; and Nurses' Association
184	SYDENHAM DISTRICT HOSPITAL, Wallaceburg; and Service Employees, 210	205	ST. MARY'S GENERAL HOSPITAL, Kitchener; and Service Employees, 220
185	ANSON GENERAL HOSPITAL, Iroquois Falls; and Office Employees, 151	206	ST. JOSEPH'S HOSPITAL, Toronto; and Public Employees, 1144
186	ONGWANADA HOSPITAL, Kingston; and Public Employees, 29	207	WINDSOR METROPOLITAN GENERAL HOSPITAL; and Public Employees, 1124
187	ST. JOSEPH'S HOSPITAL, Chatham; and Service Employees, 210	208	CENTRE GREY GENERAL HOSPITAL, Markdale; and Service Employees, 220
188	SUNNYBROOK HOSPITAL, Toronto; and Service Employees, 777	209	ST. MARY'S OF THE LAKE HOSPITAL, Kingston; and International Operating Engineers, 729
189	ST. JOSEPH'S HOSPITAL, Guelph; and Nurses' Association	210	BRANTFORD GENERAL HOSPITAL; and International Operating Engineers, 772
190	HUMBER MEMORIAL HOSPITAL, Toronto; and Public Employees, 1080	211	ST. MARY'S OF THE LAKE HOSPITAL, Kingston; and St. Mary's of the Lake Hospital Employees Association
191	BROCKVILLE GENERAL HOSPITAL; and Nurses' Association	212	NORTH YORK GENERAL HOSPITAL, Toronto; and Canadian Union of General Employees
192	ST. JEAN DE BREBEUF HOSPITAL, Sturgeon Falls; and Public Employees, 1101	213	ESSEX HEALTH ASSOCIATION, Windsor; and Public Employees, 1132
193	QUEENSWAY GENERAL HOSPITAL, Toronto; and Public Employees, 1106	214	GREATER NIAGARA GENERAL HOSPITAL, Niagara Falls; and International Operating Engineers, 772
194	LADY MINTO HOSPITAL, Capleau; and Public Employees, 1073	215	QUEEN ELIZABETH HOSPITAL, Toronto; and Public Employees, 1156
196	CHEDOKE HOSPITALS, Hamilton; and Nurses' Association	216	ST. JOSEPH'S HOSPITAL, London; and Nurses' Association
197	HAMILTON CIVIC HOSPITALS; and Nurses Association	217	HUNTSVILLE DISTRICT MEMORIAL HOSPITAL and Nurses' Association
		219	SCARBOROUGH CENTENARY HOSPITAL, Toronto; and Public Employees, 1320

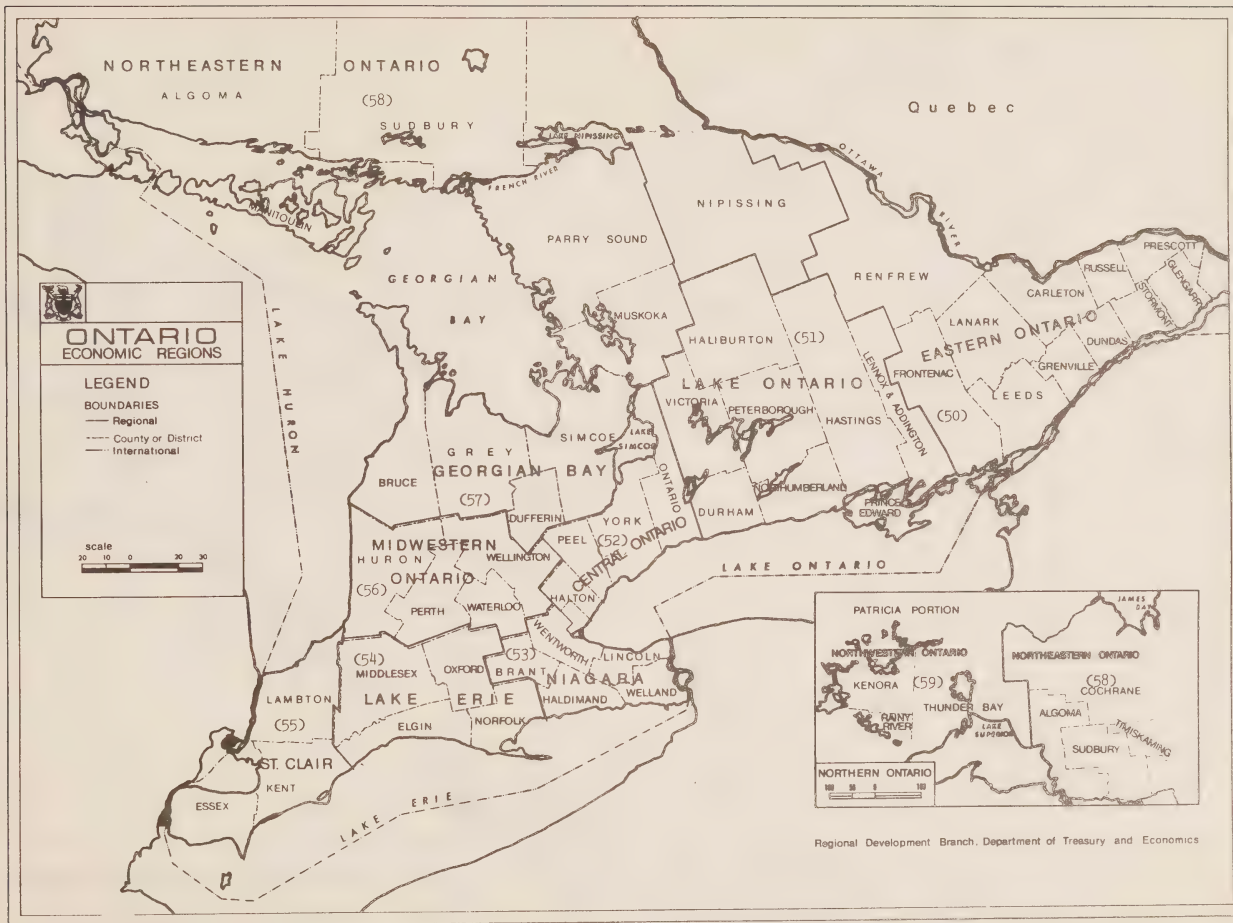
<u>Code</u>	<u>Hospital and Union</u>	<u>Code</u>	<u>Hospital and Union</u>
220	SEAFORTH COMMUNITY HOSPITAL; and Public Employees, 424	242	TILLSONBURG DISTRICT MEMORIAL HOSPITAL; and Service Employees, 220
222	SCARBOROUGH CENTENARY HOSPITAL, Toronto; and Canadian Operating Engineers, 100	243	ST. JOSEPH'S GENERAL HOSPITAL, Thunder Bay; and Service Employees, 268
223	OTTAWA CIVIC HOSPITAL; and Nurses' Association	244	SMITHS FALLS PUBLIC HOSPITAL; and International Operating Engineers, 796
224	TILLSONBURG DISTRICT MEMORIAL HOSPITAL; and International Operating Engineers, 772	245	PARRY SOUND DISTRICT GENERAL HOSPITAL; and International Operating Engineers, 796
225	SIOUX LOOKOUT GENERAL HOSPITAL; and Office Employees, 327	246	SIOUX LOOKOUT GENERAL HOSPITAL; and Nurses' Association
227	OTTAWA CIVIC HOSPITAL; and Medical Technologists and Technicians Association	247	NORTH BAY CIVIC HOSPITAL; and Nurses' Association
228	HOTEL DIEU HOSPITAL, St. Catharines; and Nurses' Association	249	PRINCE EDWARD COUNTY MEMORIAL HOSPITAL, Picton; and International Operating Engineers, 729
229	SUDBURY MEMORIAL HOSPITAL; and Public Employees, 1182	250	SUDBURY AND ALGOMA SANATORIUM; and Nurses' Association
230	GUELPH GENERAL HOSPITAL; and Nurses' Association	251	ST. JOSEPH'S GENERAL HOSPITAL, Little Current; and International Operating Engineers, 796
231	ST. MARY'S GENERAL HOSPITAL, Kitchener; and Nurses' Association	252	MONTFORT HOSPITAL, Ottawa; and International Operating Engineers, 796
232	PETERBOROUGH CIVIC HOSPITAL (PATHOLOGY DEPT.); and Civil Service Association	253	ST. JOSEPH'S HOSPITAL, Hamilton; and Nurses' Association
234	ST. JOSEPH'S HOSPITAL (SISTERS OF ST. JOSEPH DIOCESE), Sarnia; and Canadian Operating Engineers, 107	255	ALEXANDRA MARINE AND GENERAL HOSPITAL, Coderich; and Nurses' Association
236	YORK-FINCH GENERAL HOSPITAL, Toronto; and International Operating Engineers, 796	257	AJAX AND PICKERING GENERAL HOSPITAL; and Nurses' Association
237	ALEXANDRA HOSPITAL, Ingersoll; and Service Employees, 220	258	ESPANOLA GENERAL HOSPITAL; and Public Employees, 1332
238	DOCTORS HOSPITAL, Toronto; and International Operating Engineers, 796	259	STRATFORD GENERAL HOSPITAL; and Nurses' Association
239	DRYDEN DISTRICT GENERAL HOSPITAL; and Office Employees, 327	261	SUDBURY GENERAL HOSPITAL OF THE IMMACULATE HEART OF MARY; and Nurses' Association
240	CLARKE INSTITUTE OF PSYCHIATRY, Toronto; and Nurses' Association	262	ST. JOSEPH'S HOSPITAL (GREY NUNS OF THE CROSS), Sudbury; and Nurses' Association
241	CLARKE INSTITUTE OF PSYCHIATRY, Toronto; and Service Employees, 204	263	DOCTORS HOSPITAL, Toronto; and International Operating Engineers, 796
		264	SAULT STE. MARIE GENERAL HOSPITAL (GREY SISTERS OF THE IMMACULATE CONCEPTION); and Nurses' Association
		265	JOSEPH BRANT MEMORIAL HOSPITAL (BURLINGTON-NELSON HOSPITAL); and Nurses' Association

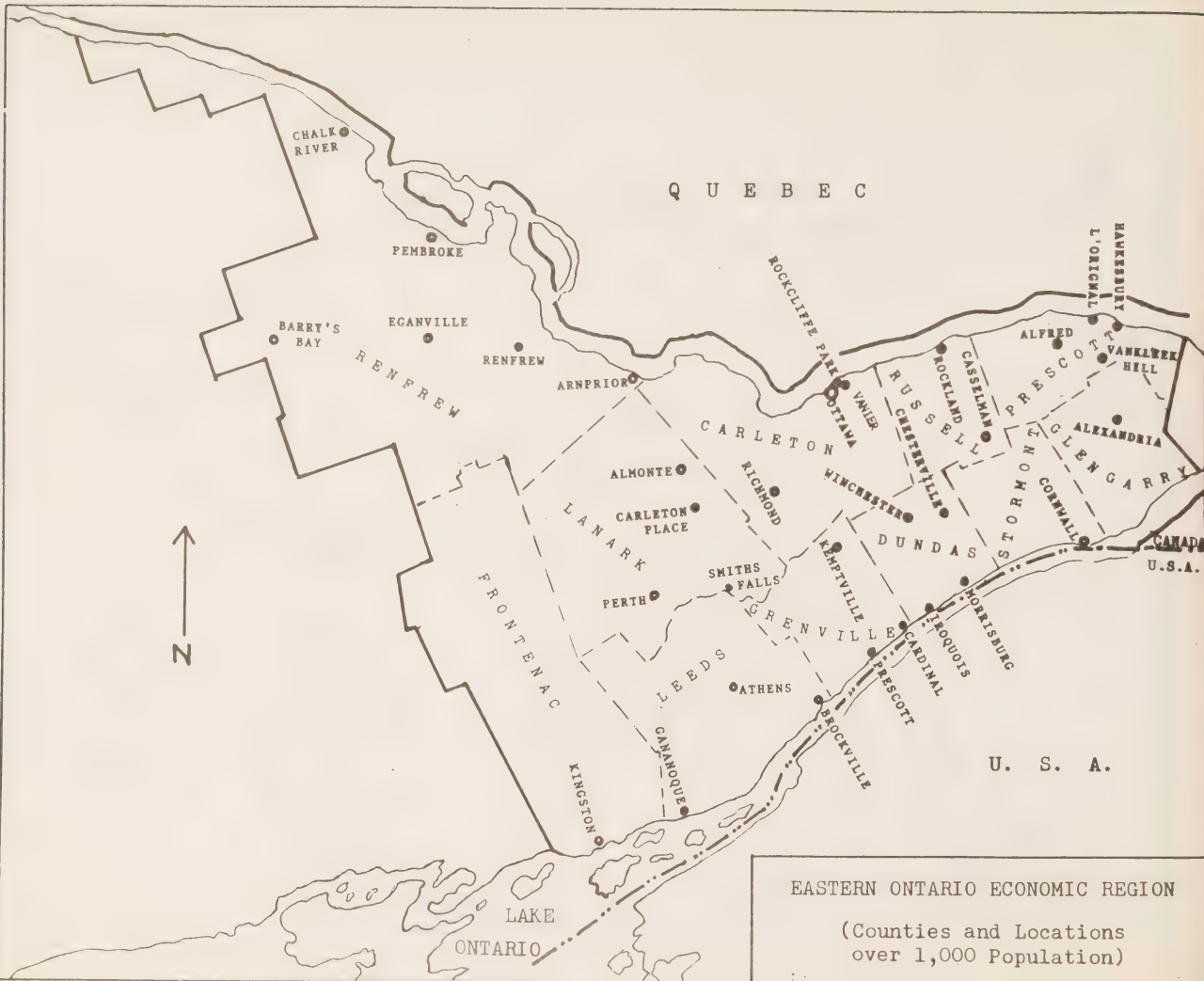
<u>Code</u>	<u>Hospital and Union</u>
266	CENTRAL HOSPITAL, Toronto; and Canadian Operating Engineers, 101
267	ESSEX HEALTH ASSOCIATION, Windsor; and Nurses' Association
268	VICTORIA HOSPITAL, London; and Civil Service Association
269	STRATFORD GENERAL HOSPITAL; and Public Employees, 424

<u>Code</u>	<u>Hospital and Union</u>
271	WOMEN'S COLLEGE HOSPITAL, Toronto; and Nurses' Association
272	ST. CATHARINES GENERAL HOSPITAL; and Nurses' Association
275	MONTFORT HOSPITAL, Ottawa; and Nurses' Association
276	KEMPTVILLE DISTRICT HOSPITAL; and International Operating Engineers, 796

APPENDIX II

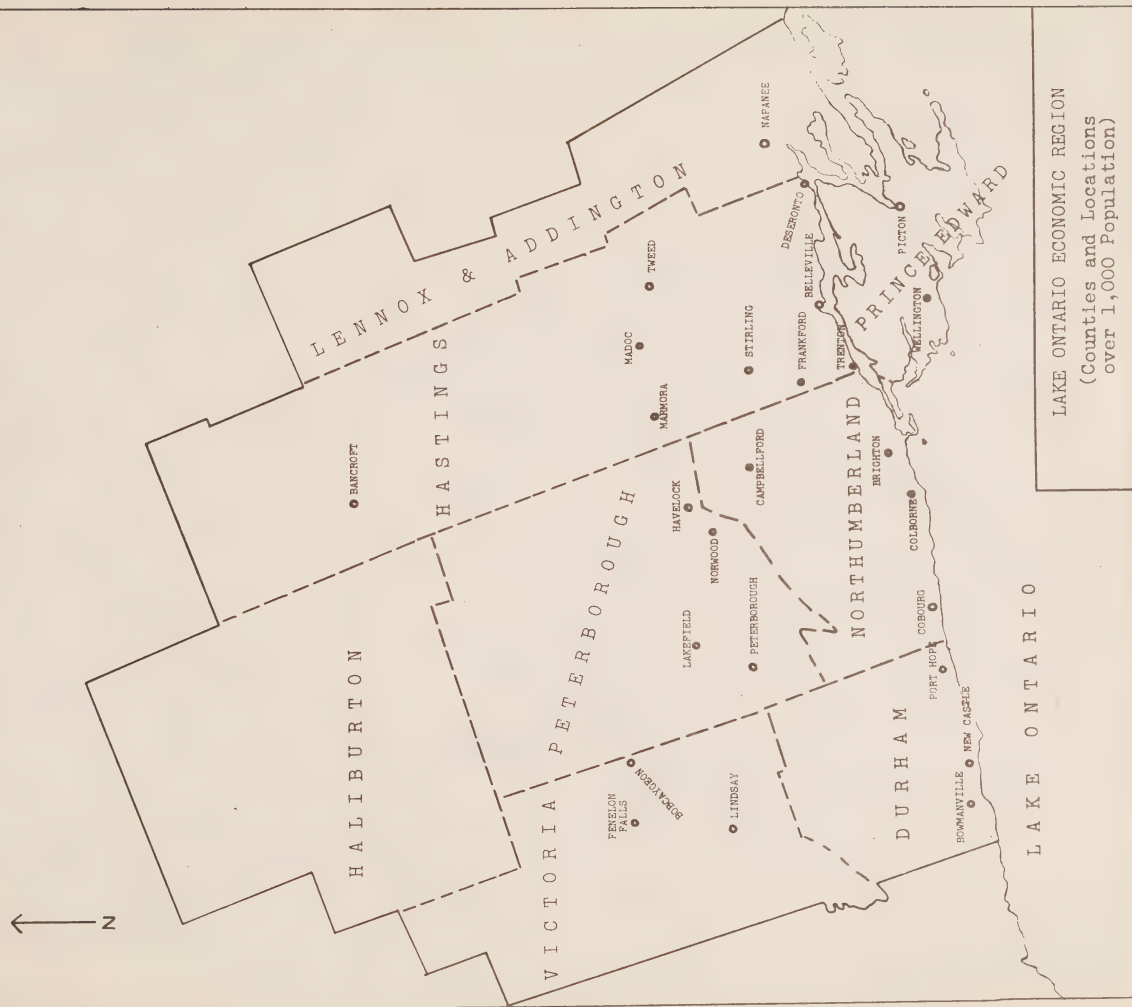
MAPS OF THE ECONOMIC REGIONS
OF ONTARIO

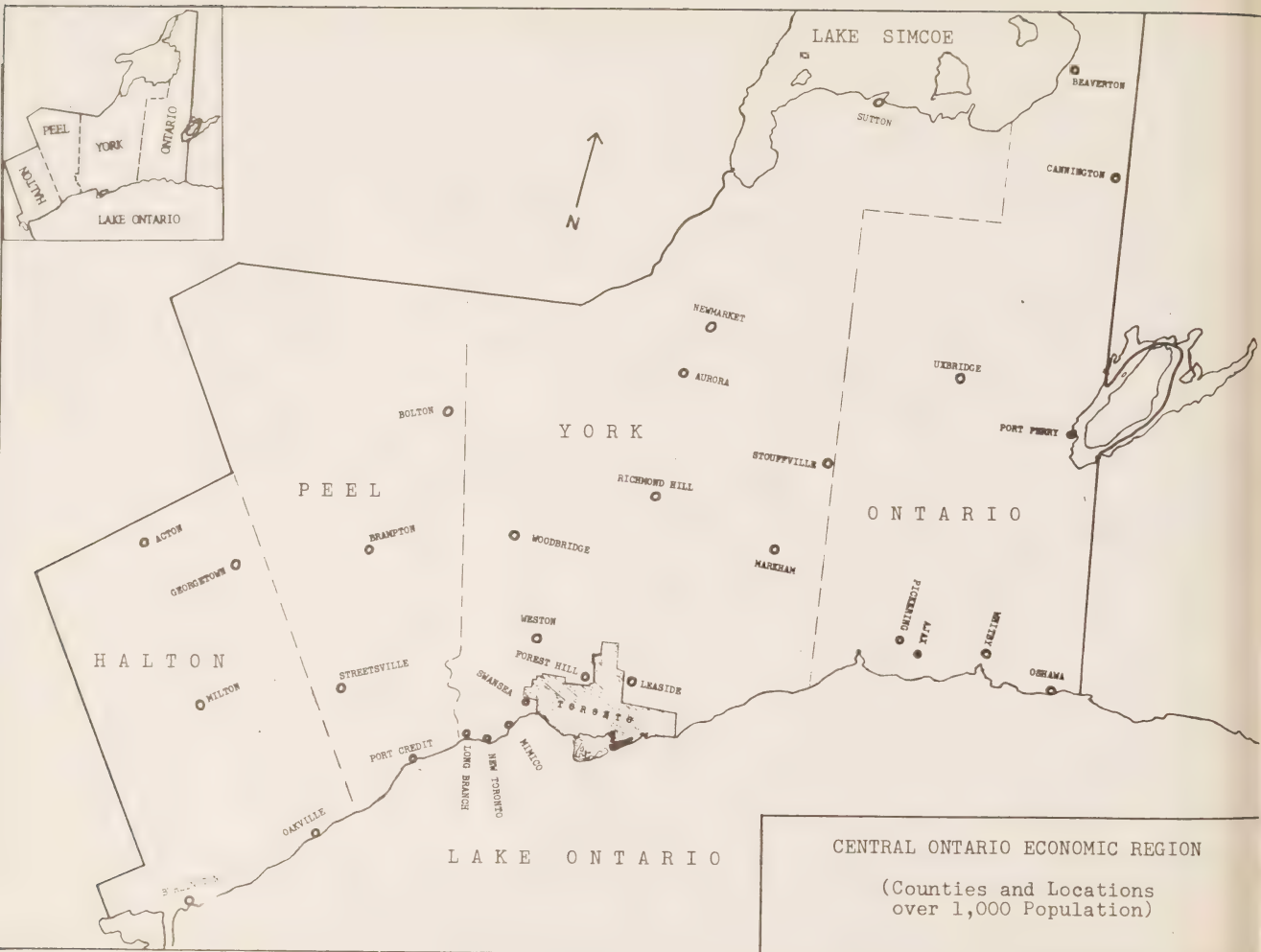




EASTERN ONTARIO ECONOMIC REGION

(Counties and Locations
over 1,000 Population)





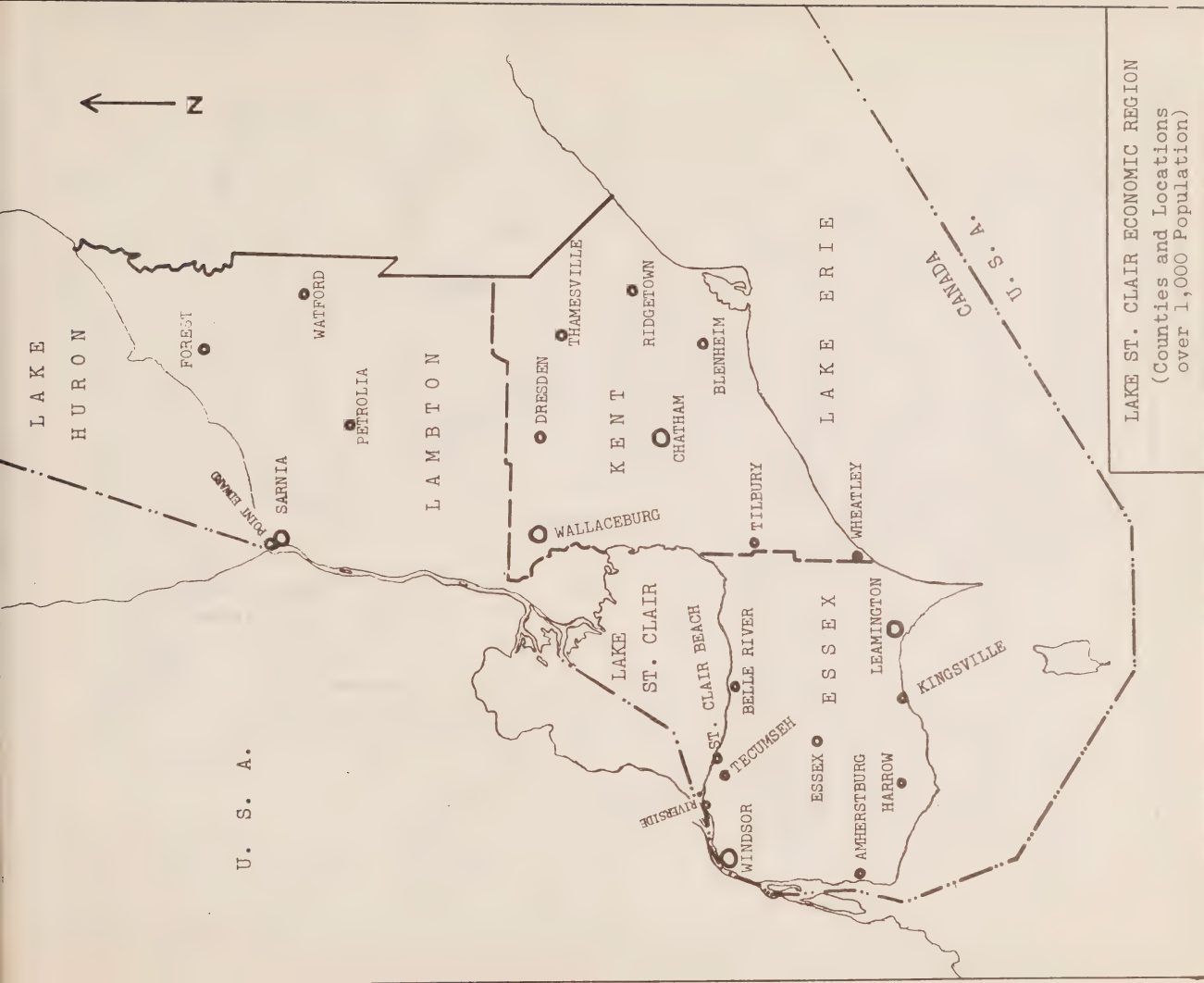


NIAGARA ECONOMIC REGION
(Counties and Locations
over 1,000 Population)

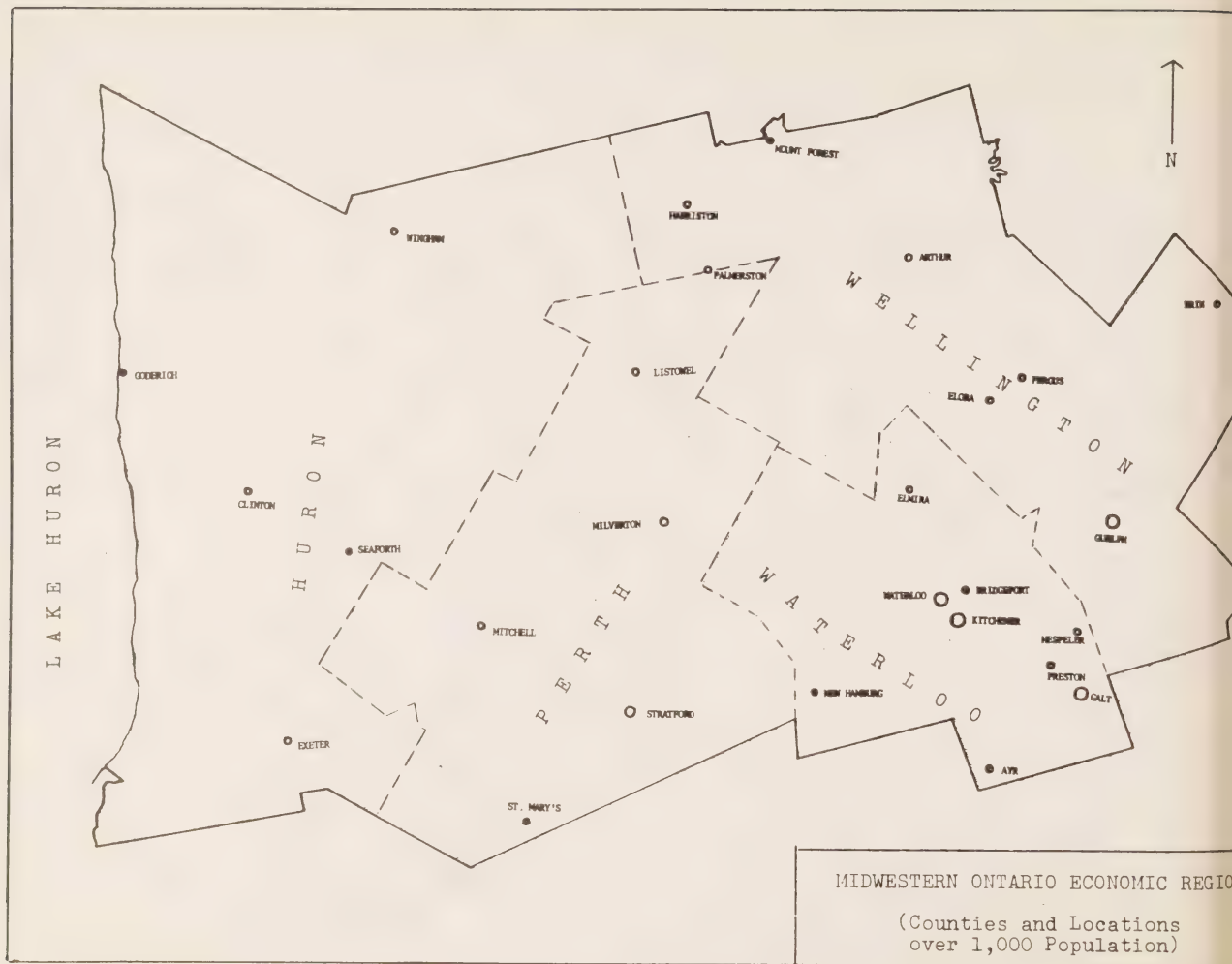


LAKE ERIE ECONOMIC REGION

(Counties and Locations
over 1,000 Population)



LAKE ST. CLAIR ECONOMIC REGION
(Counties and Locations
over 1,000 Population)



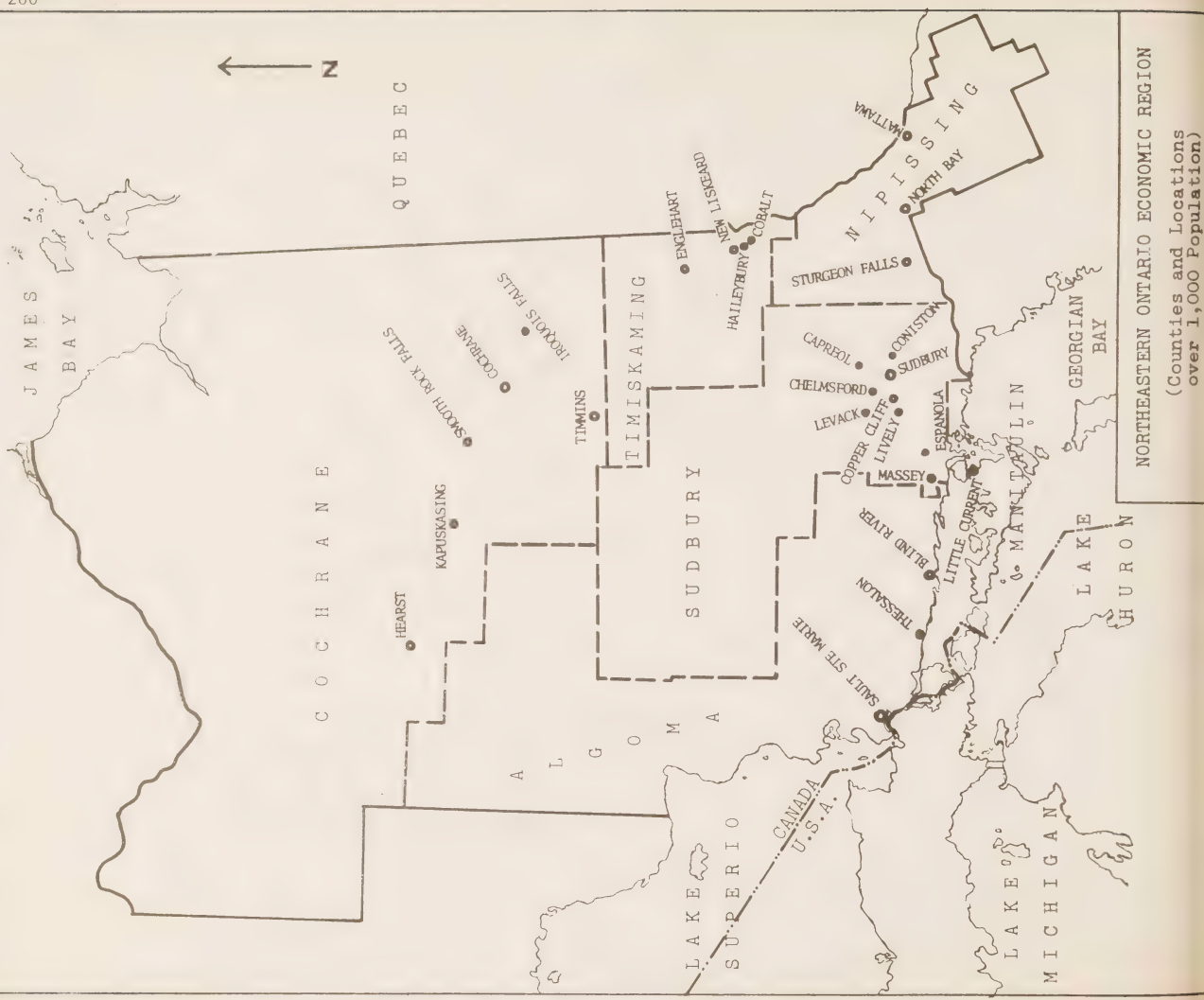
MIDWESTERN ONTARIO ECONOMIC REGION

(Counties and Locations
over 1,000 Population)

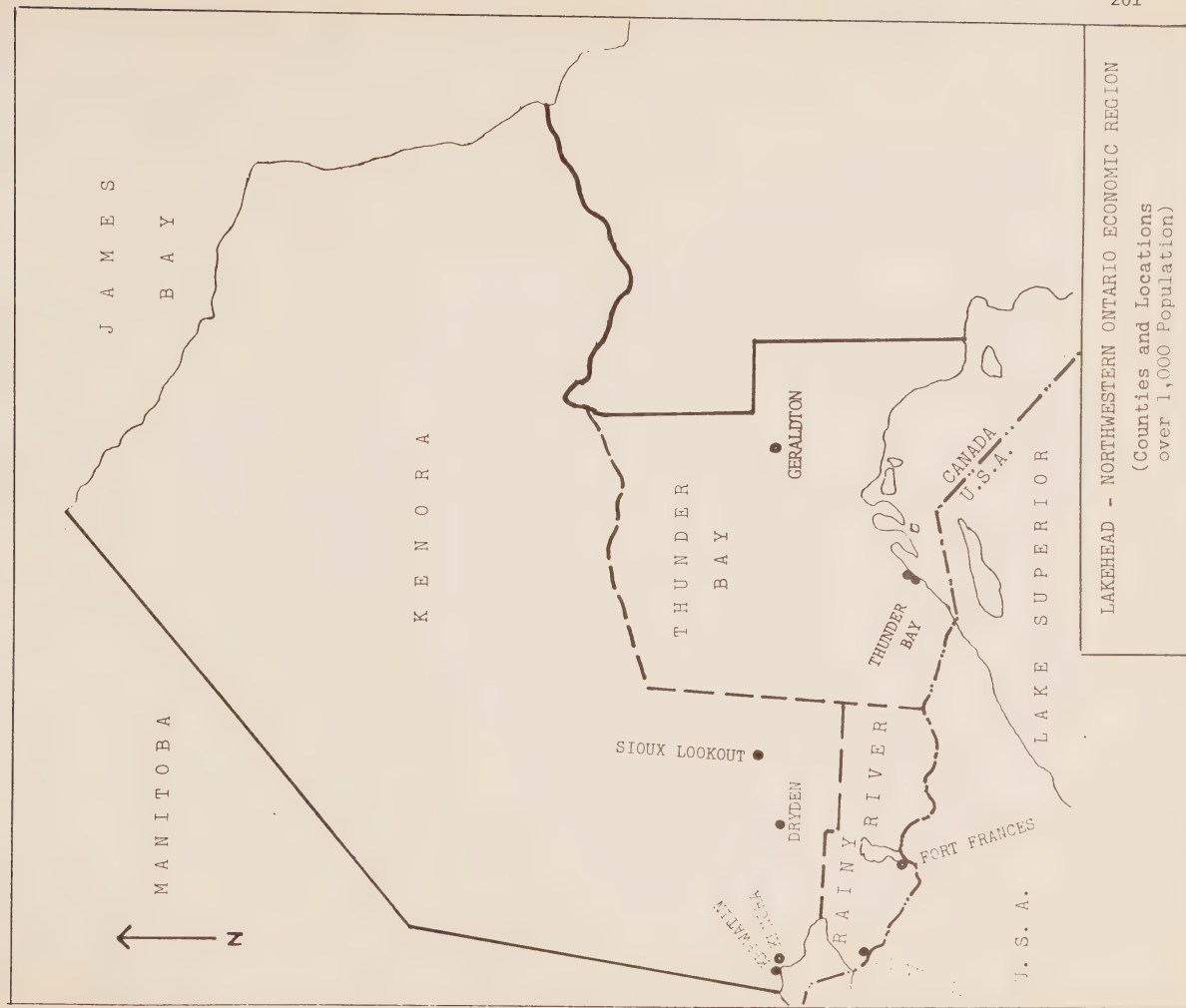


GEORGIAN BAY ECONOMIC REGION

(Counties and Locations
over 1,000 Population)



NORTHEASTERN ONTARIO ECONOMIC REGION
(Counties and Locations
over 1,000 Population)





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